



Data Dictionary

Figure 1

Department: LOT271100
Department Group: 9
Benefit Source:
Plan Type:
Benefit Plan:
Employee: CIMPERMAN Jr,DAVID F-10134940
As of Date: Oct 29, 2016



View Paycheck:

10705 Northfield Rd

Northfield

CIMPERMAN Jr,DAVID F

OH

44067

Net Pay:

\$809.61

Pay Begin Date:

10/02/2016

Pay End Date:

10/15/2016

Check Date:

10/28/2016

Name: CIMPERMAN Jr,DAVID F

Address:

Service:

20 Years

0 Months

Longevity:

2 Years

10 Months

Seniority Credits:

75

Institutional Credits:

0

Fed Marital Status:

Fed Allowances:

Fed Addl Percent:

Fed Addl Amount:

Current:

\$1,90

YTD:

\$38,7

Pay Item Code Description	Hours	Hourly Rate	Amount	YTD Amount
Old Sick Leave	68.90	23.86	\$1,643.95	\$6,077.13
Holiday Pay Leave	8.00	23.86	\$190.88	\$1,477.84
Sick Leave	3.10	23.86	\$73.97	\$1,176.31
CompTime Earned				\$0.00
Comptime OT Eligible Used				\$1,897.99
Old Sick Leave at 70 Percent				\$300.64
Overtime				\$66.93
Personal Leave				\$318.54
Regular Pay				\$23,224.98
Shift Differential .35				\$308.53
Sick Leave at 70 Percent				\$367.44
TCLW Credit Card Award 2016				\$50.00
Tuition Non-Taxable				\$6,395.00
Tuition Taxable				\$1,145.00
Vacation Leave				\$3,500.82

Total:	80.00		\$1,908.80	\$46,307.15
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Retirement	\$190.88	\$3,871.73
Health Insurance	\$117.46	\$2,312.46
Deferred Compensation	\$70.00	\$1,470.00
Communication Surcharge	\$0.23	\$4.83
Total:	\$378.57	\$7,659.02

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Description	Current Accrual	YTD Amount
Disability - New	0	2,080.00
Old Sick Leave Plan	0	326.24
Personal	0	18.00
Sick	3.1	3.10
Vacation	7.7	103.43
Total YTD Amount:		2,530.77

COMP - 0001 ePay Re

		Employee ID:
		Pay Group:
		Department:
44116		Location
		Job Title:
		Pay Rate:
		Barg Unit:
		Group Life:
		Next Step Date:

		OH Marital Status:
		OH Allowances:
		OH Addl Percent:
		OH Addl Amount:

	Exempt Gross	Total Tax
08.80	\$1,530.23	\$274.55
17.15	\$32,253.13	\$5,874.95

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Fed MED/EE
Fed Withholding
OH NORTHFIELD Withholding
OH Withholding
Total:

Garnishments	\$367.54	\$7,854.15
Union Computer Purchase Progra	\$49.67	\$1,043.07
OCSEA Union Dues	\$23.86	\$460.54
Combined Charitable Campaign	\$5.00	\$105.00
OCSEA Fair Share Service Fee		\$22.31
Total:	\$446.07	\$9,485.07

Health Insurance
Retirement
Disability Insurance
Communication Surcharge
Union Benefits Trust 1
Total:

15845324	
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25

port

Data Dictionary

08/29/18 12:44 PM

Empl Rcd:		0
VLT Management		
Lottery - Northfield Park		
Investigator		
23.86 Hourly		
07	AFSCME	
50000	Cert Status:	A: Permanent
05/29/2017	Business Unit:	STATE

	Total Deductions	Net Pay
	\$824.64	\$809.61
	\$17,144.09	\$15,698.11

	Gross Pay	Net Pay
	\$25.97	\$545.13
	\$175.35	\$3,782.63
	\$35.82	\$751.89
	\$37.41	\$795.30
	\$274.55	\$5,874.95

\$632.89	\$12,416.97
\$267.23	\$5,420.40
\$15.27	\$313.38
\$0.23	\$4.83
	\$814.00
\$915.62	\$18,969.58

	\$809.61
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standard Reports']/folder[@name='HCM']/folder[@name='Payroll']/report[@name='COMP - 0001 ePay Report']

Employee Name: CIMPERSAN Jr,DAVID F-10134940

Employee ID:

Pay End Date: Oct/15/2016



View Paycheck:

10705 Northfield Rd

Northfield

CIMPERMAN Jr,DAVID F

OH

44067

Net Pay:

\$1,196.54

Pay Begin Date:

12/15/2013

Pay End Date:

12/28/2013

Check Date:

01/10/2014

Name: CIMPERMAN Jr,DAVID F

Address:

Service:	0 Years	0 Months
Longevity:	0 Years	0 Months
Seniority Credits:	2	
Institutional Credits:	0	

Fed Marital Status:

Fed Allowances:

Fed Addl Percent:

Fed Addl Amount:

Current:	\$1,614.90
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YTD:	\$2,410.10
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	Hours	Rate	Amount	Total
Regular Pay	72.00	19.88	\$1,431.36	\$2,226.56
Shift Differential .35	70.00	0.35	\$24.50	\$24.50
CompTime Earned	12.00	0.00	\$0.00	\$0.00
Holiday Pay Leave	8.00	19.88	\$159.04	\$159.04
Total:	162.00		\$1,614.90	\$2,410.10

Retirement	\$161.49	\$241.01
Total:	\$161.49	\$241.01

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Description	Current Accrual	YTD Amount
Old Sick Leave Plan	0	0.00
Personal	8	10.29
Sick	3.1	4.65
Vacation	3.1	4.65
Total YTD Amount:		19.59

0.00

0.00

0.00

0.00

COMP - 0001 ePay Report

		Employee ID:	10134940
		Pay Group:	Biweekly Delayed C
		Department:	VLT Management
		Location:	Lottery - Northfield Park
		Job Title:	Investigator
28 Days		Pay Rate:	19.88
28 Days		Barg Unit:	07
		Group Life:	0
		Next Step Date:	06/02/2014

		OH Marital Status:
		OH Allowances:
		OH Addl Percent:
		OH Addl Amount:

		Total Taxes
0	\$1,453.41	\$256.87
0	\$2,169.09	\$350.42

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Description
Fed MED/EE
Fed Withholding
OH NORTHFIELD Withholding
OH Withholding
Total:

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Retirement	\$226.09
Total:	\$226.09

12175830	

12

Page No : 1 of 2

Report Path : folder[@name='BI Reporting Folders']/folder[@name='BI Standard Reports']/folder[@name='BI Standard Reports']

Data Dictionary

08/29/18 11:28 AM

Empl Rcd: 0	
Hourly	
AFSCME	
Cert Status:	A: Permanent
Business Unit:	STATE

\$161.49	\$1,196.54
\$241.01	\$1,818.67

\$23.42	\$34.95
\$164.79	\$219.79
\$32.30	\$48.20
\$36.36	\$47.48
\$256.87	\$350.42

\$337.42
\$337.42

\$1,196.54

s='HCM']/folder[@name='Payroll']/report[@name='COMP - 0001 ePay Report']

Employee Name: CIMPERSAN Jr,DAVID F-10134940
Employee ID:
Pay End Date: Dec/28/2013

Hardaway, Shanicka

From: Popadiuk, Elizabeth
Sent: Monday, January 30, 2017 12:53 PM
To: Hardaway, Shanicka
Subject: FW: resignation

Importance: High

From: Parker, Kevin
Sent: Monday, October 31, 2016 12:48 PM
To: O'Dannell, John <John.ODannell@lottery.ohio.gov>; Pollock, David <David.Pallack@lottery.ohio.gov>; Popadiuk, Elizabeth <Elizabeth.Popadiuk@lottery.ohio.gov>; Long, David <David.Long@lottery.ohio.gov>
Subject: FW: resignation
Importance: High

FYI,



Kevin Parker
Investigation Supervisor
VLT Management / Office of Security
Desk: 216.774.0164
On Duty Investigator/Office: 216.774.0165
Fax: 330.467.4005
Kevin.Parker@lottery.ohio.gov

"This message, together with any attachment(s), is intended only for the addressee(s) and may contain information that is privileged and confidential. If the reader of the message is not the intended recipient or an authorized representative of the intended recipient, I did not intend to waive and do not waive any privilege or the confidentiality of the message and any attachment(s), and you are hereby notified that any dissemination of this communication is strictly prohibited. If you receive this communication in error, please notify me immediately by e-mail and delete the message and any attachment(s) from your computer and network."

From: dfcimperman (mailto: [REDACTED])
Sent: Monday, October 31, 2016 12:39 PM
To: Parker, Kevin <Kevin.Parker@lottery.ohio.gov>
Subject: resignation

I hereby resign from my position with the Ohio lottery, effective immediately.

David Cimperman.

To: John O'Donnell
Deputy Director
Investigations
Ohio Lottery Commission

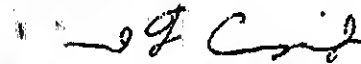
10/24/2016

Dear Director,

I have had an opportunity present itself that I feel I must accept.

For this reason, I respectfully submit my resignation as an Investigator with the Ohio Lottery Commission, effective 12 Midnight, November 6th, 2016. The last three years have allowed me to work with some of the best people in Law Enforcement that I have ever met. I will miss many of you. I thank you for that opportunity.

Respectfully,



David F. Cimperman, Jr.
Investigator
Ohio Lottery Commission

CONFIDENTIAL



City of New Philadelphia

Beth Gundy, Auditor

150 East High Avenue, Suite 019 • New Philadelphia, OH 44663
(330) 364-4491, ext. 507 • Fax: (330) 364-6120

October 10, 2014

To Whom It May Concern:

David Climperman was employed with the City of New Philadelphia Police Department as a full time Police Officer from June 13, 1995 through August 23, 2012. He was paid out of the general fund.

Any questions, please feel free to contact me at 330-364-4491, ext. 224.

Sincerely,

Cathy J. Casebeer
Payroll Clerk
Auditor's Office
City of New Philadelphia

EMPLOYMENT APPLICATION		
 STATE OF OHIO careers@ohio.gov Columbus, Ohio 43215 800-409-1205 http://careers.ohio.gov/ Cimperman, Jr., David F LOT-NORTHFIELD.2 INVESTIGATOR		Received: 10/28/13 12:22 PM For Official Use Only: QUAL: _____ DNQ: _____ ☐ Experience ☐ Training ☐ Other: _____
PERSONAL INFORMATION		
POSITION TITLE: INVESTIGATOR		EXAM ID#: LOT-NORTHFIELD.2
NAME: (Last, First, Middle) Cimperman, Jr., David F		SOCIAL SECURITY NUMBER: _____
ADDRESS: (Street, City, State, Zip Code) _____		
HOME PHONE: _____	ALTERNATE PHONE: _____	EMAIL ADDRESS: _____
DRIVER'S LICENSE: ☐ Yes ☐ No	DRIVER'S LICENSE: State: OH	LEGAL RIGHT TO WORK IN THE UNITED STATES? ☐ Yes ☐ No
PREFERENCES		
UNEMPLOYED SALARY: _____		ARE YOU WORTHY TO RELOCATE? ☐ Yes ☐ No ☐ Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR?		
TYPES OF WORK YOU WILL ACCEPT:		
EMPLOYERS YOU WILL ACCEPT:		
OBJECTIVE:		
EDUCATION		
DATES: From: 10/1991 To: Present	SCHOOL NAME: Ohio Peace Officers Training Academy	DEGREE RECEIVED: Certification
LOCATION: (City, State) London, Ohio	DID YOU GRADUATE? ☐ Yes ☐ No	UNITS COMPLETED: _____
MAJOR: OPOTA Instructor, Advanced Law Enforcement Courses		
DATES: From: To:	SCHOOL NAME: Lorain Community College	DEGREE RECEIVED: Vocational
LOCATION: (City, State) Elyria, Ohio	DID YOU GRADUATE? ☐ Yes ☐ No	UNITS COMPLETED: _____
MAJOR: Law Enforcement		
WORK EXPERIENCE		
DATES: From: 8/2006 To: Present	EMPLOYER: Buckeye Career Center, Ohio Peace Officers Training Academy	POSITION TITLE: Police Academy Instructor
ADDRESS: (Street, City, State, Zip Code) 545 University Drive NE, New Philadelphia, Ohio 44663	SUPERVISOR: Sam Hitchcock - Academy Commander	COMPANY URL: _____
PHONE NUMBER: (330) 308-5720	SALARY: \$400.00/month	MAY WE CONTACT THIS EMPLOYER? ☐ Yes ☐ No
HOURS PER WEEK: 10	# OF EMPLOYEES SUPERVISED: 20	
DUTIES: Ohio Peace Officers Training Academy Instructor (BAS20752). Commercial Vehicle Enforcement Firearms ADAP Crisis Intervention Speed Enforcement (RADAR/LIDAR)		
REASON FOR LEAVING:		
DATES: From: 6/1994 To: 6/2012	EMPLOYER: City of New Philadelphia, Police Department	POSITION TITLE: Police Officer
ADDRESS: (Street, City, State, Zip Code) 122-2nd St. S.E., New Philadelphia, Ohio 44663	SUPERVISOR: William Stewart - Captain	COMPANY URL: http://web.tusco.net/nppd/
PHONE NUMBER: (330) 343-4488		MAY WE CONTACT THIS EMPLOYER? ☐ Yes ☐ No

HOURS PER WEEK: 40	SALARY: \$4,000.00/month	# OF EMPLOYEES SUPERVISED: 3
DUTIES: Patrol Officer, Commercial Vehicle Enforcement, Firearms Instructor, EVOC Instructor, RADAR/LIOAR Instructor		
REASON FOR LEAVING:		
DATES: From: 10/2003 To: 1/2011	EMPLOYER: Barnhill Village Police Department	POSITION TITLE: Chief of Police
ADDRESS: (Street, City, State, Zip Code) 2237 Barnhill Rd., Barnhill Village, Ohio 44663		COMPANY URL:
PHONE NUMBER: (330) 308-8254	SUPERVISOR: Robert Cross - Mayor	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 10	SALARY: \$500.00/month	# OF EMPLOYEES SUPERVISED: 4
DUTIES: Chief of Police, Patrol, supervise part time Officers, Training of Officers, Firearms re qualification of Officers		
REASON FOR LEAVING: Department disbanded, budget reductions		
DATES: From: 3/2006 To: 9/2010	EMPLOYER: Traynor's Police Academy	POSITION TITLE: Police Academy Instructor
ADDRESS: (Street, City, State, Zip Code) 7800 Cranford Street NW, Massillon, Ohio 44646		COMPANY URL: http://www.thecopschool.com/index.html
PHONE NUMBER: (800) 266-7883	SUPERVISOR: David C. Traynor - School Commander	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 10	SALARY: \$500.00/month	# OF EMPLOYEES SUPERVISED: 20
DUTIES: Ohio Peace Officers Training Academy, Basic Peace Officers Course. Instructor (BAS20752): Course: Legal/Ohio Revised Code, Crisis Intervention, Community Diversity, Driving (Emergency Vehicle Operation), Traffic/Motor Vehicle Offenses, Commercial Vehicle Offenses, Uniform Traffic Ticket, Speed Enforcement (RADAR/LIDAR), Chemical Weapons (Pepper Spray, CS), Conductive Energy Devices (TASER), Tactical Baton (ASP).		
REASON FOR LEAVING: Academy no longer in business.		
DATES: From: 1/2005 To: 1/2009	EMPLOYER: Midvale Fire Department	POSITION TITLE: Vol. Firefighter
ADDRESS: (Street, City, State, Zip Code) 3111 Barnhill Road, Midvale, Ohio 44653		COMPANY URL:
PHONE NUMBER: (330) 339-1939	SUPERVISOR: Thomas Milburn - Fire Chief	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 2	SALARY: \$50.00/month	# OF EMPLOYEES SUPERVISED: 0
DUTIES: Volunteer Firefighter. General Rural Firefighter Duties		
REASON FOR LEAVING: Increased Family Commitments		
DATES: From: 4/1998 To: 8/2000	EMPLOYER: York Twp Fire Department	POSITION TITLE: Firefighter
ADDRESS: (Street, City, State, Zip Code) 1576 Stonecreek Rd Sw, New Philadelphia, Ohio 44663		COMPANY URL:
PHONE NUMBER:	SUPERVISOR:	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 10	SALARY: \$0.00/month	# OF EMPLOYEES SUPERVISED:
DUTIES: Firefighter		
REASON FOR LEAVING: Family Obligations		
DATES: From: 1/1991 To: 6/1994	EMPLOYER: Cuyahoga Metropolitan Housing Authority Police Department	POSITION TITLE: Police Officer
ADDRESS: (Street, City, State, Zip Code) 5715 Woodland Avenue, Cleveland, Ohio 44104		COMPANY URL: http://www.cmhapd.org/
PHONE NUMBER: (216) 426-7760	SUPERVISOR: Harvey McGowan - Lieutenant	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 40	SALARY: \$2,000.00/month	# OF EMPLOYEES SUPERVISED: 1
DUTIES: Patrolman, Firearms Instructor, Field Training Officer, served 12 months as a narcotics Detective.		
REASON FOR LEAVING: Greater Opportunity		

DATES: From: 3/1992 To: 6/1994	EMPLOYER: Cleveland State University Police Department	POSITION TITLE: Police Officer, Special Events
ADDRESS: (Street, City, State, Zip Code) 2300 Chester Ave, Cleveland, Ohio 44102		COMPANY URL: http://www.csuohio.edu/offices/police/
PHONE NUMBER: (216) 687-2020	SUPERVISOR: Richard Flaherty - Sergeant	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 10	SALARY: \$0.00/month	# OF EMPLOYEES SUPERVISED: 0
DUTIES: Special Events Police Officer. Assisted with Police and Security at Wolstein Center, Cleveland State University Grounds		
REASON FOR LEAVING: Moved		
DATES: From: 9/1988 To: 5/1991	EMPLOYER: Physicians Ambulance	POSITION TITLE: Emergency Medical Technician - EMT
ADDRESS: (Street, City, State, Zip Code) 4349 Monticello Boulevard, Cleveland, Ohio 44121		COMPANY URL:
PHONE NUMBER: (216) 381-6001	SUPERVISOR: Millard Woods - EMT Paramedic	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 40	SALARY: \$1,200.00/month	# OF EMPLOYEES SUPERVISED: 0
DUTIES: Emergency Medical Technician, Respond to call for EMS, Rescue, and medical transport. EMS Dispatcher, Rotated between dispatch and squad duty as needed.		
REASON FOR LEAVING: To pursue a career in Law Enforcement		
DATES: From: 6/1988 To: 1/1991	EMPLOYER: Sheffield Village Police Department	POSITION TITLE: Dispatcher, Auxiliary Police Officer
ADDRESS: (Street, City, State, Zip Code) 4340 Colorado Ave, Sheffield, Ohio 44054		COMPANY URL:
PHONE NUMBER: (440) 949-6155	SUPERVISOR: Elmer Kilgshirn - Chief of Police	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 18	SALARY: \$400.00/month	# OF EMPLOYEES SUPERVISED: 0
DUTIES: Dispatcher (Police, Fire, EMS), Auxiliary Police Officer.		
REASON FOR LEAVING: Moved to a Full Time Police Officer Position with Cuyahoga Metropolitan Housing Authority Police Department		
DATES: From: 3/1988 To: 6/1990	EMPLOYER: Sheffield Village Rescue	POSITION TITLE: Emergency Medical Technician
ADDRESS: (Street, City, State, Zip Code) 4340 Colorado Ave, Sheffield, Ohio 44054		COMPANY URL:
PHONE NUMBER: (440) 949-6155	SUPERVISOR:	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 1	SALARY: \$0.00/month	# OF EMPLOYEES SUPERVISED:
DUTIES: Emergency Medical Technician, Respond to all Medical calls for service within the village limits. Assist neighboring communities as needed.		
REASON FOR LEAVING: Sheffield Village Rescue was originally a Non Profit Corporation, providing EMS services to Sheffield Village. In Mid 1990 it was disbanded and incorporated into Sheffield Village Fire. Village policy prohibited working in two divisions of city services.		
DATES: From: 12/1986 To: 2/1988	EMPLOYER: Cumberland Road Fire Department	POSITION TITLE: Firefighter
ADDRESS: (Street, City, State, Zip Code) 3543 Cumberland Road, Fayetteville, North Carolina 28306		COMPANY URL: http://www.cumberlandroadfire.com/
PHONE NUMBER: (910) 425-3119	SUPERVISOR:	MAY WE CONTACT THIS EMPLOYER? ☒ Yes ☐ No
HOURS PER WEEK: 20	SALARY: \$0.00/month	# OF EMPLOYEES SUPERVISED:
DUTIES: Firefighter		
REASON FOR LEAVING: Moved Back to Ohio after Military Service		

GENERAL STANDARDS AND LICENSES:	
TYPE: Amateur Radio License -	ISSUING AGENCY:
LICENSE NUMBER: KB8QHU	Federal Communications Commission
TYPE: Ohio Peace Officers Training Academy, Basic Academy Unit Instructor	

LICENSE NUMBER: BAS20752	ISSUING AGENCY: OPOCT
TYPE: Ohio Peace Officers Training Academy, Law Enforcement Firearms Requalification Program	
LICENSE NUMBER: REQ05479	ISSUING AGENCY: OPOTC
TYPE: SSI - Open Water Diver	
LICENSE NUMBER: 420359	ISSUING AGENCY: SCUBA Schools International - (SSI), Instructor, Johnathan Adamski, DCS17264
TYPE: YSCUBA - Open Water Diver	
LICENSE NUMBER: 0002355700031	ISSUING AGENCY: YSCUBA-Instructor, Michael D. Motter, 0002296500023
TYPE: Rapid Deployment & Rescue Diver	
LICENSE NUMBER: 55067	ISSUING AGENCY: PDIC International, Instructor Randy Penn, IT-7384
TYPE: Drivers License - Class O	
LICENSE NUMBER: RN621368	ISSUING AGENCY: Ohio BMV
SKILLS	
OFFICE SKILLS: Typing: 20 Data Entry: 0	
OTHER SKILLS: Basic Office Skills, WORD, PowerPoint, Adobe Acrobat - Beginner - 20 years and 0 months	
LANGUAGE(S):	
ADDITIONAL INFORMATION Nothing Entered For This Section	
REFERENCES Nothing Entered For This Section	

Agency-Wide Questions

1. Please indicate your county of residence.

[REDACTED]

2. **SUMMARY OF QUALIFICATIONS** - In the area below, briefly describe the experience, education, training and other factors that qualify you for the position or examination for which you are applying. Refer to the Minimum Qualifications and any position-specific qualifications posted for this position or examination.

20 year experience as a police officer, including experience as a detective.

3. Please list below the specific course work areas at the high school level or beyond relevant to the position or examination for which you are applying. Also indicate the number of courses you have successfully completed in each area. NOTE: A transcript may not be substituted for this section, although you may be required to submit a transcript. extensive Ohio peace officers training academy coursework, and advanced Police Instructor certification.

4. Are you a current State of Ohio employee?

No, I'm not a State of Ohio employee

5. If you are a current State of Ohio employee, please provide your eight (8) digit, OAKS State of Ohio User ID number. If you are not a current State of Ohio employee, please type N/A.

N/A

6. If you are not a current State of Ohio employee, have you ever been employed by the State of Ohio? (If you are a current State of Ohio employee, please select N/A.)

No

7. If you were previously employed by the State of Ohio, please choose one of the following:

N/A - Current state employee OR not previously employed by the State of Ohio.

8. If you were previously employed by the State of Ohio, have you ever plead guilty or been convicted of a misdemeanor, for violation of Ohio Revised Code 1347.15 (H)(1) and/or (H)(2) - Access rules for confidential personal information?

N/A

9. Have you ever been convicted of a felony? (A felony conviction may not automatically exclude you from consideration.)

No

10. If you answered Yes to the previous question, please give date(s) of conviction(s) and explain. If you answered No, please type N/A.

N/A

11. How did you become aware of this employment or examination opportunity?

careers.ohio.gov

Job Specific Supplemental Questions

1. Do you possess a valid driver's license?
Yes
2. Are you currently employed by the Ohio Lottery Commission?
No
3. Are you closely related by blood or marriage to an employee of the Ohio Lottery Commission?
No
4. Have you completed an associate core program in law enforcement, criminal justice or in an academic field commensurate with the program area to be assigned?
No, but I have at least 18 months of training and/or experience in law enforcement, criminal justice or in an academic field commensurate with the program area to be assigned.
5. Do you have at least 12 months training and/or experience in conducting investigations and/or inspections?
Yes
6. Do you have at least 30 months of training and/or experience as an Investigator Assistant, job code 26210, with the State of Ohio, which includes experience corresponding to the type of complaints and alleged violations appearing in the job posting?
No
7. Do you have at least 30 months of investigative training and/or investigative experience with experience corresponding to the type of complaints and alleged violations appearing in the job posting?
Yes
8. Do you have at least five years of training and/or experience in law enforcement or a comparable field including investigation, security or surveillance at a technical level?
Yes
9. If you answered "yes" to the previous question, describe your experience.
Certified Police Officer since 1988
10. Do you hold an Ohio Peace Officer Certificate?
Yes

The following terms were accepted by the applicant upon submitting the online application:

I certify that the answers I have made to all of the questions in this application are true and complete to the best of my knowledge. I understand that if this application is not completed in its entirety, it will not be processed and I will be automatically disqualified. I understand that I am responsible for the correctness of this application. I also understand that a background check may be required prior to employment and that, in accordance with the Drug-Free Workplace Program, drug testing may be required. I waive all provisions of law forbidding colleges or universities which I attended, or past employers, from disclosing any information which they acquired relevant to my employment. I consent that they may disclose such information to the Human Resources Division, Department of Administrative Services, and/or the agency that holds the vacancy for which I am applying and to appropriate officials for recruitment purposes. I understand that any offer of employment is conditional upon proof of legal authorization to work in the United States as required by the Immigration Reform and Control Act.

This application was submitted by David F Cimperman, Jr. on 10/28/13 12:22 PM

Ohio Civil Service Application Certification

I certify that the answers I have made to all of the questions in this application are true and complete to the best of my knowledge. I understand that if this application is not completed in its entirety, it will not be processed and I will be automatically disqualified. I understand that I am responsible for the correctness of this application. I also understand that a background check may be required prior to employment and that, in accordance with the Drug-Free Workplace Program, drug testing may be required. I waive all provisions of law forbidding colleges or universities which I attended, or past employers, from disclosing any information which they acquired relevant to my employment. I consent that they may disclose such information to the Human Resources Division, Ohio Department of Administrative Services, and/or the agency that holds the vacancy for which I am applying and to appropriate officials for recruitment purposes. I understand that any offer of employment is conditional upon proof of legal authorization to work in the United States as required by the Immigration Reform and Control Act.

Signature of Applicant



Date

12/01/2013

D. Limperman

State of Ohio
Pre-Hire Review

1. All significant educational accomplishments checked and found to be satisfactory.
☒ Yes ☐ No
2. Previous employment and other references checked and found to be satisfactory.
☐ Yes ☐ No (If no, attach explanation)
3. Computer Check/Personnel File
☒ No record on file.
☐ State personnel file reviewed and inquiries made with previous employing agency(ies).
☐ No evidence of unsatisfactory state employment.
☐ All notations of disciplinary actions reviewed with disciplining agency:
☐ Explanation satisfactory
☐ Explanation unsatisfactory
4. Drug-Free Workplace
☐ Not applicable
12/3/13 Date test taken
12/4/13 Date results received
5. Background Investigation
12/6/13 Date submitted to Highway Safety Rec'd 12/13/13
6. Nepotism
☒ Applicant has completed Supplemental Nepotism Statement.
☒ Information on Supplemental Nepotism Statement has been reviewed:
☒ There is no conflict of interest.
☐ There is a conflict of interest.
7. Candidate selected was among the most qualified.
☒ Interview packet is on file in my agency's human resources office detailing all final candidates considered and the results of such considerations.

I certify that all of the above-listed information has been checked. This applicant will start employment on

12/9/2013

Human Resources Officer Signature

[Signature]

Date

12/9/2013



I authorize the appointment of David Cimperman to the position of Investigator in
the Office of Security – VLT Management.

D. Berg 12-13-13
Dennis Berg, Director Date

Ohio Lottery Commission ENTRANCE CHECKLIST

NAME: David F. Cimperman, Jr.

CLASS TITLE: Investigator

COUNTY OF RESIDENCE: [REDACTED]

COUNTY OF EMPLOYMENT: Summit

ADDRESS: [REDACTED]

SOCIAL SECURITY NUMBER: [REDACTED]

CHECK ONE: ☒ BARGAINING UNIT

☐ EXEMPT

START DATE: 12/09/2013

Employment Processing

*Check boxes for forms distributed to employee.

Ethics

- ☒ Ethics Laws, Ethics Is Everybody's Business, Executive Order & Political Activity Policy, and Acknowledgment
- ☒ Financial Disclosure and Acknowledgment (if applicable)
- ☒ Nepotism, Proprietary, Outside Employment & ORC 3770.07 Acknowledgement Form
- ☐ Fraud Hotline Information

Policies

- ☒ Anti-Harassment and Anti-Discrimination Policy
- ☒ Know Your Rights EEO Brochure/EEO Orientation

Acknowledgments

- ☒ Confidential Personal Information (CPI) Training Acknowledgment
- ☒ Problem Gambling Training Acknowledgment
- ☒ Acknowledgment-Policies/ Work Rules
- ☒ Fraud Hotline Information Acknowledgment

Forms Completed by Employee

- ☒ ADM 4268 (Application)
- ☒ Supplemental Employment Agreement
- ☒ Employment Information Sheet
- ☒ Employment Eligibility Form (I-9)
- ☒ Tax Form - Federal (W-4)
- ☒ Tax Form - State (IT-4)
- ☒ Direct Deposit and E-Pay Notification
- ☒ State of OH Traveler Statement
- ☒ Unclassified Service Acknowledgment
- ☒ Public Employment-Dept. Homeland Security (HLS 0037 2/06)

Informational Materials Distributed to Employee

- ☐ Position Description
- ☒ Commuter Choice
- ☒ HR Staff Listing
- ☒ Prior Service Credit Letter

Benefits

- ☒ Benefits Memo
- ☒ Health Care Election Form and Info
- ☒ Supplemental Life Insurance Form
- ☒ Union Benefits Trust Guide
- ☒ Dependent and Health Care Spending Account Info
- ☒ PERS Form, SSA-1945 and SR-6 (if applicable)
- ☒ College Advantage
- ☒ Deferred Compensation Info & Election Form
- ☒ Employee Assistance Program
- ☒ Learning & Professional Development
- ☒ Take Charge Live Well!

Workers Compensation

- ☒ Safety/Workers' Comp Information

Miscellaneous

- ☐ Academic Certification Letter (Students only)
- ☐ EIS Training
- ☐ Badge/ID

I HAVE RECEIVED & COMPLETED ALL REQUIRED FORMS FOR EMPLOYMENT.

SIGNATURE: [Signature]

DATE: 12/08/2013

Revised: 5/29/2013



December 6, 2013

David Cimperman Jr.



Dear David:

I am pleased to offer you a full time position with the Ohio Lottery Commission. Your employment, contingent on satisfactory results of your pre-employment background check, will commence on December 9, 2013. Your starting salary as an Investigator will be \$19.88 per hour. You will be working within the Office of Security—Northfield Park and you will report to Pat Mulhearn, Investigator Supervisor.

On your first day please report at 8:00 AM to the Northfield Park facility located at 10705 Northfield Rd., Northfield, OH, 44067. Should you need assistance on your first day, you may contact Mr. Mulhearn directly at 216-385-2501 or the facility at 330-467-4101.

All of your new hire paperwork and instructions on completing and returning said paperwork will be sent under separate cover.

I wish you great success in the attainment of your career goals. If you should have any questions at any time, please contact the Office of Human Resources at 216-774-5686. I look forward to working with you.

Sincerely,

A handwritten signature in black ink, appearing to read "EP", with a stylized flourish extending from the end.

Elizabeth Popadiuk
Deputy Director – Office of Human Resources

C: File



To: David Cimperman, Investigator

From: Elizabeth Popadiuk, Deputy Director, Office of Human Resources

Date: October 29, 2015

Because your presence at the work site is crucial to continuous operations during an emergency, you have been designated as an "Essential Employee" of the Ohio Lottery Commission. Unless otherwise advised, your designation as an "Essential Employee" requires you to report to work as scheduled during a declared emergency, or remain at work if an emergency is declared during work hours. Please note, however, that work is not guaranteed during an emergency. The Director or a designee may use his/her discretion and send essential employees home or instruct them not to report to work once an emergency is affirmed.

As declared by the Governor or a designee, emergencies include, but are not limited to inclement weather, a natural disaster, a man-made disaster, a hazardous material incident and/or civil disturbance. Any could force the Ohio Lottery Commission to cease normal business operations.

In this role you must retain this memo in your vehicle designating you as an "Essential Employee" and carry photo identification for presentation to police officers and/or armed forces in the event you are stopped or detained while traveling to the work site.

Procedures for emergencies are pursuant to DAS Directive No. HR-D-11 (available on the State of Ohio website), the Office of Human Resources Policy #EXHR-08-00 (available on the OLC Intranet) & the OCSEA/AFSCME bargaining agreement. Attached is an acknowledgment form, which you are required to sign and return to David Hewitt in the Office of Human Resources by Friday, November 6, 2015. If you have any questions about this designation please call me at (216) 774-5705.

C: Personnel File



Personnel Actions Request

PAR #	001053842		Agency	VLT Management		Division or Institution	Summit		HQ County
To:	LOT271100		Last Name		First Name		MI		
EMPL ID		CIMPETMAN		DAVID		F			
HIR - Hire			OAKS Action			OAKS Reason			
Comments			PER - Permanent						
ADM 4268 and ADM 4288 Attached.									
Effective Date		Last Day Worked		Position Number		Dept ID		Union Code	
MO	DA	YR	MO	DA	YR	To:	20071230	LOT271100	C07
12	9	2013							
To:		Investigator		Job Code Title		Job Code		Grade	
						26211		031	
Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate	
NAHRLY		19.88		0.00		0.00		19.88	
STD HRS (OAKS)		FLSA Status		Empl Class (Relmt)		Officer Code			
40		Overtime Eligible		PERS		None			
☒ All items on pre-hire form have been completed.									



Personnel Actions Request

Initiator Name	Entered Date/Time
DAVID C HEWITT	2013-12-11T12:54:16-05:00

Approval Code	Approved By	Date/Time Stamp
EPARAPPROVERLEVEL1	ELIZABETH A POPADIUK	2013-12-11T13:54:16-05:00
EPAR DECENTRAL AGENCY	ELIZABETH A POPADIUK	2013-12-11T13:54:44-05:00



Human Resources Division



Personnel Actions Request

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Initiator Name	Entered Date/Time
HEWITT, DAVID C	2016-10-31T13:39:26-04:00

Approver Role	Approved By	Date/Time Stamp
EPARAPPROVERLEVEL1	POPADIUK, ELIZABETH A	2016-11-01T08:27:52-04:00
EPAR DECENTRAL AGENCY	POPADIUK, ELIZABETH A	2016-11-01T08:28:00-04:00

Ohio Lottery Commission

RESIGNATION/TERMINATION/RETIREMENT EXIT CHECKLIST

NAME: David Cunningham Jr CLASS TITLE: Investigator

COUNTY OF RESIDENCE: _____ COUNTY OF EMPLOYMENT: _____

EMPLOYEE ID: [REDACTED]

CHECK ONE: ☒ BARGAINING UNIT ☐ EXEMPT SEPARATION DATE: 11-6-16

To Employee: If your address is changing make sure you change your mailing address to the new forwarding address through My Info in myOhio.gov Please provide your forwarding address below:

STREET: _____ CITY: _____
STATE: _____ ZIP: _____
PHONE: _____ E-MAIL: _____

EMPLOYMENT PROCESSING

- ☒ Post Employment: Financial Disclosure:
Y/N (CIRCLE ONE)
- ☐ Group E-mail Sent
Date Sent: _____
- ☒ Resignation/Termination/Retirement
Letter Received (CIRCLE ONE)
Date Received: 10-24-16
- ☐ ePAR Request Received
Date Received: _____
- ☐ ePAR Entered into OAKS
Date Entered: _____
- ☐ ePAR Sent to DAS
Date Sent: _____
- ☐ General Services & Security Employee
Separation Checklist Completed
Date Received: _____
- ☐ Removal from EIS & Timesheet

BENEFITS

- ☒ Exit Letter
- ☐ Exit Interview (optional)
- ☐ Ohio Public Employees Retirement System
Refund/Retirement
- ☐ COBRA
- ☐ Deferred Compensation Notification
- ☐ Group and Supplemental Life Insurance
Conversion
- ☐ Leave Conversion/Restoration
- ☐ W-2 Notification
- ☒ Computer Purchase Agreement

LEGAL COUNSEL

- ☒ Ethics Law Requirements:
Date Legal Counsel
Notified: 10-26-16

*UNLESS OTHERWISE NOTIFIED, YOUR LAST PAY CHECK WILL BE SENT TO THE MOST CURRENT ADDRESS ON RECORD IN THE OFFICE OF HUMAN RESOURCES.

EMPLOYEE'S SIGNATURE: _____ DATE: NOT Returned sym

EXIT CHECKLIST COMPLETED BY: _____ DATE: _____

REVISED: 7/2015

STATE OF OHIO
LEAVE CONVERSION/RESTORATION FORM

(for employees paid by warrant of the Director of Budget and Management)

Name: David Cimperman Employee ID: [REDACTED] Dept: VLT Management
Effective Date of Separation: 11-6-16 Union: D? AFSCME OT Flag Status: 2 Exempt

SICK LEAVE

- ☐ I would like to be paid for all of my accumulated sick leave balances.
- ☐ I would like to be paid for _____ hours of my accumulated sick leave balances with the remainder being held for future payment (within 3 years from the date of my separation) or restoration upon re-employment, provided I am re-employed within ten years of the date of my separation.
- ☐ I would like to retain all of my accumulated sick leave balance for restoration upon re-employment (provided I am re-employed within 10 years from the date of separation) or for conversion (provided I convert within 3 years from the date of separation).
- ☐ I do not have the state service required for sick leave conversion:
 - Exempts, 1199, Attorney General Contracts: requires **ONE** year of service
 - OCSEA, FOP, OSTA, OEA, Auditor of State, Treasurer of State Contracts: requires **FIVE** years of service

PERSONAL LEAVE

- ☐ I would like to be paid for all of my accumulated personal leave balances.
- ☐ I would like to retain all of my accumulated personal leave balance for restoration upon re-employment, provided I am re-employed within thirty days of the date of my separation. I understand that if I have more personal leave than allowable under my new position, I will receive payment for the excess leave in accordance with the rules for personal leave associated with the new position. I understand that if I am not re-employed within 30 days, my entire personal leave balance will be paid out.

VACATION LEAVE

- ☐ I would like to be paid for all of my accumulated vacation leave balances.
- ☐ I would like to retain all of my accumulated vacation leave balance for restoration upon re-employment provided I am re-employed within thirty days of the date of my separation. I understand that if I have more vacation leave credit than allowable under my new position, I will receive payment for the excess leave at a rate equal to my base rate of pay for the position authorizing the greater annual accrual maximum. I understand that if I am not re-employed within 30 days, my entire vacation leave balance will be paid out.
- ☐ I do not meet the requirements for vacation leave conversion:
 - Exempts; requires completion of probationary period
 - FOP, OSTA 1, OSTA 15, OEA CONTRACTS; require **ONE** year of state service
 - OCSEA, 1199 CONTRACTS; requires **SIX MONTHS** of state service.

COMPENSATORY TIME

- ☐ I understand that if I am overtime-eligible, I will be paid for the _____ hours of compensatory time that I have accrued and will have a PERS deductions taken from this pay out. Overtime-exempt employees are not eligible to be paid for the hours of compensatory time they have accrued.

Signature of Employee

Date

Signature of Agency Designee

Date

HR Admin: Please fax a copy of your completed form to DAS/HRD Payroll Support at (614) 466-1565 no later than 5:00 pm on the off-cycle Wednesday following an employee's separation.

OHIO LOTTERY COMMISSION
Optional Exit Questionnaire

Employee Name: _____

Job Title: _____ Division/Department: _____

Supervisor's Name: _____ Separation Date: _____

May we share your comments with management?: ☐ Yes ☐ No

1. What factors originally contributed to your acceptance of a position here at the Lottery?

2. Specifically, why are you leaving the Lottery? _____

3. What aspects of your job were the most satisfying? _____

4. What did you like least? _____

5. Is there a point of uncertainty or disagreement that you have been unable to settle satisfactorily that you would like to discuss?

6. Do you feel you were treated fairly while with the company? Explain.

7. Please suggest any changes that might have improved your job or kept you at the Lottery.

8. Do you feel that there were suitable opportunities for career advancement at the Lottery?

9. What do you feel your new job offers that your position at the Lottery lacked?

10. Would you recommend the Lottery to others as a good place to work? Why or why not?

11. Please rate your supervisor on the following:

	Low					High				
Followed policies and procedures?	1	2	3	4	5					
Treated employees fairly and equally?	1	2	3	4	5					
Provides positive recognition for a job well done?	1	2	3	4	5					
Effectively resolved problems within the dept.?	1	2	3	4	5					
Developed cooperation and teamwork w/in the dept.?	1	2	3	4	5					
Communicated effectively?	1	2	3	4	5					
Welcomes employee suggestions?	1	2	3	4	5					
Offered support and resources to help you perform the job	1	2	3	4	5					

12. Please rate the following:

	Low					High				
Your overall satisfaction with employment	1	2	3	4	5					
Rate of pay for your position	1	2	3	4	5					
Performance review system	1	2	3	4	5					
Benefits package	1	2	3	4	5					
Work schedule	1	2	3	4	5					
Working conditions	1	2	3	4	5					
Opportunities for advancement	1	2	3	4	5					
Overall communication within the Agency	1	2	3	4	5					

13. Please explain any low scores (1 or 2) given on questions 11 and 12. Also, feel free to discuss any additional comments you would like to make.

Completed by: _____

Date: _____

Miller, Stephanie

From: Miller, Stephanie
Sent: Wednesday, October 26, 2016 1:21 PM
To: Miltner, Lawrence
Cc: Jasica, Christine
Subject: Employee Separation

Larry

I am notifying you of the following employee separation for the purpose of your exit process for the Ethics requirements:

David Cimperman

- Separation effective date 11/6/16
- Last day in the office is 11/6/16
- Department: VLT Management - Security
- Reason: Resignation
- Mailing Address:



Stephanie Miller
Benefits/EEO/Labor Relations Officer
Human Resources
Ohio Lottery Commission
618 West Superior Ave.
Cleveland, OH 44113
☎ 216.774.5702
☎ 216.787.5598
✉ stephanie.miller@lottery.ohio.gov





To: David F. Cimperman, Jr., Investigator
From: Stephanie Miller, Benefits/EEO/Labor Relations Officer *JM*
Date: October 26, 2016
Re: Exit Information

MEMORANDUM

In accordance with your separation from the Ohio Lottery Commission, important information regarding benefits is outlined below:

- **Ohio Lottery's Exit Questionnaire**

You have the option to complete the enclosed questionnaire regarding your tenure at the Ohio Lottery Commission. The questionnaire gives you the opportunity to provide feedback on your experience and helps management identify areas to improve. If you would like to participate, please return the questionnaire directly to me.

- **Ohio Public Employees Retirement System (OPERS)**

You have the following options with your OPERS account:

Refund: If you would like to request a refund from OPERS, you must access your account online to complete a refund application. Refunds will be processed by OPERS three months after your last date of public service. If you apply for a refund, please contact OPERS directly to learn about important and special tax considerations.

Transfer of Account: You can transfer your account to an IRA or to another qualified plan. Please contact OPERS directly for detailed information about transferring your account.

Retain Account: You can leave your OPERS account available and retain service credit without taking any action. Please contact OPERS directly for detailed information about retaining your account.

General Information: You are encouraged to contact OPERS with any questions, the telephone number is 800-222-7377.

- **COBRA (Benefit Plan Coverage)**

An Important Notice About Your Health Care Benefits Upon Separation

Your health, dental and vision benefits will terminate effective 11/30/16

COBRA continuation coverage is a temporary extension of your health care benefits that

becomes available to you when you lose your group health coverage because you are leaving State of Ohio employment. You and other eligible dependents may elect this coverage for up to 18 months or until you obtain other insurance coverage. You may discontinue COBRA coverage at any time you wish by contacting the parties below.

How is COBRA notification provided?

The State of Ohio has contracted with UnitedHealthcare Benefit Services (UHCBS) to support ongoing COBRA administration and premium collection. When UHCBS receives notice from the State of Ohio that your employment has ended, a personalized "COBRA Notification Packet" will be sent to your last known address. It is your responsibility to make sure your agency has your correct address at all times. The COBRA Notification Packet will contain all applicable COBRA information detailing plan options, costs and provisions. In addition to paper enrollment forms, qualified beneficiaries also have the option of visiting the UHCBS website, located at www.uhcservices.com, to view plan options and elect coverage.

Questions?

Questions concerning your Plan or your COBRA continuation coverage rights should be addressed to the appropriate contact(s) identified below. For more information about your rights under COBRA, you may also visit the U.S. Department of Labor, Employee Benefits Security Administration Web site at www.dol.gov/ebsa.

Contact Information

Contact UHCBS at 866-747-0048 for customer service, questions, information and to check the status of your initial notification and/or enrollment.

*If you are a bargaining unit member, your dental and vision benefits under COBRA are administered by Union Benefits Trust. If you do not receive information about your dental and vision COBRA rights and an election form within 30 days of your employment termination, or have other questions or concerns, please contact:

Union Benefits Trust
390 Westerville Rd Suite B
Westerville, OH 43082
1-800-228-5088
customerservice@benefitstrust.org

Special note to Flexible Spending Account (FSA) Enrollees:

If you wish to continue to participate in your FSA and/or have leftover funds you wish to utilize after you leave state service, you must enroll in COBRA by contacting WageWorks at 1-888-428-0446.

Leave Conversion/Restoration Form

Available sick leave can be converted to cash at the rate of 50% of the accumulated balance for separation if you have a minimum of five years of State service with the State of Ohio prior to separation. If applicable, sick hours also can be retained for reinstatement if employed within 10 years or for conversion at any time within 3 years. If you do not return the enclosed Leave Conversion/Restoration form by 11/7/16, available sick leave automatically will be paid out.

Accumulated personal leave can be converted to cash upon separation. Accumulated vacation leave can also be converted to cash upon separation; employees separating from employment with less than six months total service will not be paid for any accrued vacation. You have the option of retaining personal and vacation balances for up to 30 days following your separation. If you are not re-employed within 30 days, balances automatically will be paid out.

- **Deferred Compensation Notification**

If you have a Deferred Compensation account and have not yet contacted Ohio Deferred Comp, you should call them as soon as possible to discuss account options. The phone number is 877-644-6457.

- **Group and Supplemental Life Insurance Conversion**

Your group and, if applicable, supplemental life insurance will terminate on 11/30/16. You have the option of converting or porting to an individual policy within 45 days after your separation from state employment. Prudential will contact you within 45 days of you leaving State employment with information about the conversion and portability options including the cost associated with each option. You should contact Prudential at 1-800-778-3827 if you have any questions or are interested in continuing coverage.

- **Computer Purchase Agreement**

If you have a Computer Purchase Agreement with Purchasing Power, you should contact Purchasing Power at 866-305-3389 to make payment arrangements for any outstanding account balance.

- **Exit Checklist**

The Exit Checklist reflects that all benefits information and forms have been given to you. The form requires your signature to acknowledge receipt and allow release of your final pay. Immediately upon your receipt, please sign and return the Exit Checklist to me.

Please be advised that your final paycheck will be an actual paper check and not direct deposit. Therefore, if applicable, it is important that you complete the section of the Exit Checklist to indicate a change of address.

To obtain your W-2 at the end of the year

You will have to notify OAKS Help Desk to have your access and passwords changed for W-2 retrieval before or on the last day in office. OAKS Help Desk phone# 614-644-6625 or 1-888-OhioOAK (1-888-644-6625) Business Hours: 7 a.m. to 5 p.m. (Monday through Friday). If you continue to have problems accessing W-2 information, after you contacted the OAKS Help Desk then please contact Lottery Payroll.

Please feel free to call me at 216-774-5702 if you have any questions pertaining to the information above.

3/19/02

**STATE OF OHIO
TRAVELER STATEMENT**

Note: OBM requires each agency to have on file this signed statement for all individuals whose travel expense reimbursements may originate in CAS Plus automated workflow.

NOTE FROM STANDARD TRAVEL EXPENSE REPORT (OBM 7148)

Authority - The traveler is required by Rule 126-1-02 or Rule 126-1-03 of the Administrative Code to complete this report and to provide all receipts and other relevant information required by the employing agency or the Office of Budget and Management to verify your travel expenses.

Use - The report, receipts, and other information you provide will be used to determine your eligibility for reimbursement of travel expenses and to process your reimbursement. The information you provide in the report will be entered into the state's Central Accounting System (CAS). The report and the information contained in the report and the information entered into CAS from the report are public information which may be released to anyone requesting the information. Additionally, the report and the information contained in it or entered into CAS from the report are subject to an audit by your agency, OBM, the Auditor of State, or other authorized party and may be used in an review, investigation, inquiry, or legal proceeding or action related to your reimbursement.

Vendor ID - Vendor ID is a code assigned by the Central Accounting System to identify a traveler. Providing a Vendor ID is mandatory if the state may be required to report this reimbursement to the Internal Revenue Service. Reportable reimbursements include but are not limited to meals without an overnight stay and certain moving and temporary living expenses. Your agency fiscal officer can assist you in determining or obtaining your Vendor ID.

TRAVELER CERTIFICATION FROM STANDARD TRAVEL EXPENSE REPORT (OBM 7148)

I certify that the expenses identified in the TRV report are limited to those that I actually incurred on state business and that these expenses meet the requirements of Rules 126-1-02 and 126-1-03 of the Administrative Code or applicable collective bargaining contract. In the event that I am driving a privately owned motor vehicle on state business, I certify that I am insured under a policy of liability insurance meeting the requirements of Section 4509.51 of the Revised Code.

ADDITIONAL STATEMENT FOR TRAVELERS WHOSE REIMBURSEMENTS INITIATE IN WORKFLOW

If I am unable or unauthorized to create my own workflow Travel Expense Reports, then I authorize an agency-selected designee to create these workflow TRV documents on my behalf. I realize that I will receive a copy of any workflow TRV document containing my itemized expenses. My deposit of the resulting warrant or failure to dispute the resulting electronic funds transfer (EFT) indicates my agreement with the expenses as itemized on the TRV document and my responsibility for the TRV documents filed on my behalf.

Traveler Name

David F. Cimperman, Jr.

Traveler Signature



Date

12/08/2013

¹ A traveler may elect to receive payments for travel reimbursement through EFT. Contact your agency's fiscal officer for details about establishing direct deposit through the Auditor of State.



**ACKNOWLEDGEMENT OF OHIO ETHICS LAW RECEIPT
AND AGREEMENT TO VIEW THE ETHICS TRAINING
WEBINAR**

I, David F. Cimperman, Jr., acknowledge that I have received a copy
(Print Name)
of the Ohio Ethics Law as required by Chapter 102.09 (D) of the Ohio Revised
Code.

I further agree to view the Ethics Training Webinar on the Ohio Lottery intranet to
satisfy the annual ethics training requirement.

I understand that this form will be placed in my personnel file.

Signature 

Date 12/08/2013



**ACKNOWLEDGEMENT OF CONFIDENTIAL PERSONAL
INFORMATION POLICY AND AGREEMENT TO VIEW
TRAINING VIDEOS**

I, David F. Cimperman, Jr., acknowledge that I will review the Confidential Personal Information (CPI) policy located on the Ohio Lottery Intranet under the CPI tab.

I further agree to view the CPI Training Videos, also available on the Ohio Lottery Intranet, to satisfy the Lottery's training requirement.

I understand that this form will be placed in my personnel file.

Signature

A handwritten signature in black ink, appearing to read "D. Cimperman", written over a horizontal line.

Date

12/08/2013



Acknowledgment of receipt of Auditor of State Fraud reporting-system information

Pursuant to Ohio Revised code 117.103(B)(1), a public office shall provide information about the Ohio fraud-reporting system and the means of reporting fraud to each new employee upon employment with the public office.

Each new employee has thirty days after beginning employment to confirm receipt of this information.

By signing below you are acknowledging the Ohio Lottery Commission provided you information about the fraud-reporting system as described by Section 117.103(A) of the Ohio Revised Code, and that you read and understand the information regarding Section 124.341 of the Ohio Revised Code and the protections you are provided as a classified or unclassified employee if you use the before-mentioned fraud reporting system.

David F. Cimperman, Jr., have read the information provided by my employer regarding the fraud-reporting system operated by the Ohio Auditor of State's Office. I further state that the undersigned acknowledges receipt of this information.

David F. Cimperman, Jr., Investigator, Ohio Lottery Commission
Print Name, Title & Agency

David F. Cimperman, Jr. 12/08/2013
Please sign name Date

OHIO LOTTERY COMMISSION

ACKNOWLEDGEMENT FORM (POLICIES, WORK RULES)

I, David F. Cimperman, Jr., acknowledge that I have received one copy of
Name
of the Ohio Lottery Commission's Work Rules and Guidelines.

I further acknowledge that I have been informed that the policies of the Ohio Lottery Commission may be found on the Intranet. I agree to immediately access and read the Ohio Lottery Commission's policies on the Intranet. I will direct my questions, concerns or lack of understanding regarding the policies of the Ohio Lottery Commission to a staff person in the Office of Human Resources.

I agree to abide by the Work Rules and policies of the Ohio Lottery Commission and the State of Ohio.

David F. Cimperman, Jr.

PRINT NAME

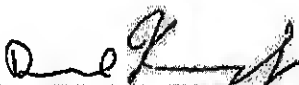

SIGNATURE

12/08/2013

DATE

SUPPLEMENTAL EMPLOYMENT AGREEMENT

I, David F. Cimperman, Jr., do hereby agree that as a condition of my initial employment, satisfactory completion of my probationary period and continued employment with the State of Ohio, that if I am now or ever become subject to a lawful agreement or court order requiring me to pay child support, I will pay all monies required by such agreement or order in a timely fashion as exists at the time of my initial employment or occurs subsequently, I agree to satisfactorily liquidate such arrearage in accordance with any subsequent agreement or order.


Signature

12/08/2013

Date

06/29/1964

Date of Birth

— Distribution: White Copy – Submit with application
Canary Copy – Retain at Agency

ADM 4288 (Revised 09/06)

To: David Cimperman, Investigator

From: Elizabeth Popadiuk, Deputy Director, Office of Human Resources

Date: October 29, 2015

RE: Acknowledgment of Essential Employee Designation

All essential employees are expected to sign and return this acknowledgment to the Office of Human Resources.

ACKNOWLEDGMENT OF ESSENTIAL EMPLOYEE DESIGNATION

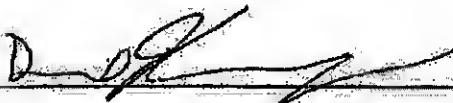
EMPLOYEE ACKNOWLEDGMENT: I have been notified of my Essential Employee designation and responsibilities. I have read and will comply with all Public Safety Emergency related policies and procedures.

DAVID F. CIMPERMAN, JR.

Employee Name (Print)

11/1/15

Date



Employee Signature

C: Personnel File



February 9, 2016

Mr. David Cimperman


Re: Work Assignment/Direct Order

Dear Mr. Cimperman:

Effective Saturday, February 13, 2016, your temporary work schedule will end and you shall return to your regular work schedule at the Hard Rock Rocksino Northfield Park – 2:00 PM – 12:00 AM Sunday, Monday, Tuesday and Saturday. You must report for work at 2:00 PM on Saturday, February 13, 2016. The matter which caused your schedule to temporarily change is still under review.

This memo shall also document that you remain under a Direct Order not to contact any HRR team members unless absolutely necessary for reasons to complete your assigned duties as an Ohio Lottery Commission VLT Investigator at the Hard Rock Rocksino Northfield Park. You are further required to vacate the Hard Rock Rocksino Northfield Park premises immediately upon conclusion of your assigned shift. If you disregard this Direct Order, you may be subject to discipline up to and including removal.

Further communication regarding this issue should be directed to your Union Steward – Jim LaRocca.

Sincerely,



Liz Popadiuk
Director of Human Resources & Labor Relations

Dennis Berg, Executive Director
David Long, Labor Relations Administrator
Stephanie Miller, EEO Officer
Jack O'Donnell, Deputy Director, Security
Kevin Parker, Investigator Supervisor, Hard Rock Rocksino Northfield Park
Jim LaRocca, Researcher, OCSEA AFSCME Union Steward



January 5, 2016

Mr. David Cimperman
[REDACTED]

Re: Work Assignment/Direct Order

Dear Mr. Cimperman:

Today I received an email from The Hard Rock Rocksino Northfield Park regarding an alleged incident of a serious nature involving you. As a result, the matter must be reviewed and therefore, effective Saturday January 9, 2016, you are directed to report for work at the Hard Rock Rocksino Northfield park at 6:00 AM -- 4:00 PM. Your schedule will remain 6:00 AM -- 4:00 PM Sunday, Monday, Tuesday and Saturday until further notice. During this time, you will continue to perform your regularly assigned duties.

This memo shall also document that you are hereby given a Direct Order not to contact any HRR team members unless absolutely necessary for reasons to complete your assigned duties as an Ohio Lottery Commission VLT Investigator at the Hard Rock Rocksino Northfield Park. You are further required to vacate the Hard Rock Rocksino Northfield Park premises immediately upon conclusion of your assigned shift. If you disregard this Direct Order, you may be subject to discipline up to and including removal.

Further communication regarding this issue should be directed to your Union Steward -- Jim LaRocca.

Sincerely,

A handwritten signature in black ink, appearing to read "Liz Kopadiuk", with a long, sweeping horizontal line extending to the right.

Liz Kopadiuk
Director of Human Resources & Labor Relations

Dennis Berg, Executive Director
David Long, Labor Relations Administrator
Stephanie Miller, EEO Officer
Jack O'Donnell, Deputy Director, Security
Kevin Parker, Investigator Supervisor, Hard Rock Rocksino Northfield Park
Jim Larocca, Researcher, OCSEA AFSCME Union Steward



October 31, 2016

David Cimperman
[REDACTED]

Dear Mr. Cimperman:

You are being placed on administrative leave with pay pursuant with Section 124.388 of Ohio Revised Code. The administrative leave is effective immediately - October 31, 2016 during your normal work hours. If you wish to use leave (vacation, personal, etc.), you must contact your supervisor, Kevin Parker 216-774-0164 in advance for approval. In the event you cannot reach Kevin Parker you must contact Security Director Jack O'Donnell at 216-774-5766.

You are not permitted to be on Ohio Lottery Commission or Hard Rock Rocksino property at any time during your leave. If you need to conduct business or otherwise be on Ohio Lottery Commission or Hard Rock Rocksino property, you must contact Kevin Parker 216-774-0164 or Jack O'Donnell 216-774-5766 in advance to receive permission.

While on administrative leave you are prohibited from holding other employment during your regular work hours. Should you violate this rule you will forfeit the administrative leave with pay and will be subject to disciplinary action, up to and including termination.

You may contact Payroll Manager Brittany Miller at 216-774-5703 to inquire about or arrange for receipt of your paycheck(s).

Respectfully,

A handwritten signature in dark ink, appearing to read "D. R. Berg".

Dennis R. Berg
Executive Director

C: Liz Popadluk, Director of Human Resources & Labor Relations
David Long, Labor Relations Administrator
Jack O'Donnell, Security Director
Kevin Parker, Investigator Supervisor, Hard Rock Rocksino
Jim LaRocca, Research, OCSEA Union Steward



April 25, 2016

David Cimpeman
[REDACTED]

Re: WRITTEN REPRIMAND

Daar Mr. Cimpeman:

In regard to the incident which occurred in December, 2015, in which you were involved in an incident with an employee of the Hard Rock Rocksin in your capacity of a (VLT) Investigator, at the Hard Rock Rocksin, Office of Security, Ohio Lottery Commission (OLC) is subject to the purview of the OLC Work Rules, in Section II, Insubordination, E. Giving false statements in the course of an Internal Investigation, III, Failure of Good Behavior, E. "Any Violation of ORC 124.34 (conduct of public employees)." Your recent actions come within the purview of these work rules.

On January 5, 2016, The Office of Human Resources was made aware of an issue that occurred in late December, 2015, and involved you following around a female worker (VLT mechanic [REDACTED]) at the Hard Rock Rocksin (HRR) in a way that went beyond a normal work relationship. It was bothersome enough to Ms. [REDACTED] that she went to her immediate supervisor and formally requested that her break time be changed in an effort to avoid you. In her words, she did this because she perceived that it was becoming a "pattern" and that she "wasn't really interested in that." In addition to following Ms. [REDACTED] around, you also secretly taped an unsigned card containing \$100.00 in Olive Garden gift cards to Ms. [REDACTED] locker in the tech room at the HRR. According to Ms. [REDACTED] statement, before being given this card, her interactions with you were very limited. After receiving the card, she saw you more and more, leading her to ask her Supervisor to change her break time. Your explanation of these events is in direct conflict with other HRR witness statements and HRR video tape which support that you were following Ms. [REDACTED] around in an unprofessional manner and that you went into the HRR tech room, taped the card containing the gift cards on Ms. [REDACTED] locker but did not want to be identified.

As a Lottery "VLT" investigator, a primary responsibility is to represent the Ohio Lottery Commission in a professional manner at all times, in all situations involving HRR patrons (members of the general public), HRR associates and all OLC co-workers. Failure to do so negatively impacts the relationship between the OLC and the HRR, the OLC and HRR patrons (members of the general public) and between you and your co-workers. Ultimately it impacts the OLC's image.

Accordingly, the discipline of a written reprimand is herewith imposed. You are directed to refresh and enhance your awareness of your role as a VLT investigator and with all the policies of the Ohio Lottery Commission in an effort to preclude the type of problem that results from actions such as that which is the subject of this discipline. Future actions such as this will result in further progressive discipline up to and including removal.

Sincerely,



Elizabeth Popadiuk
Director of Human Resources and Labor Relations
The Office of Human Resources

C: Dennis Berg, Executive Director
Jack O'Donnell, Deputy Director, Security
Kevin Parker, OLC Investigator Supervisor, HRR
Jim LaRocca, Researcher, OCSEA Union Steward & Chapter President
HR File

THE OHIO LOTTERY COMMISSION RECEIPT FOR DISCIPLINE

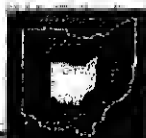
David Cimperman, Investigator, Written Reprimand, April 25, 2016.

Please acknowledge receipt of this memorandum by signing below. Return it, with a cover page marked "Confidential" to Liz Popadiuk, H.R. Director, The Ohio Lottery Commission Office of Human Resources 615 West Superior Avenue, Cleveland, Ohio 44113; or, return via facsimile transmission, with a cover page as noted above to the addressee at 216-787-5598.

I hereby acknowledge receipt of the foregoing "Written Reprimand" for the date April 25, 2016.



David Cimperman, Investigator, HRR Racino, Office of Security



OHIO DEFERRED COMPENSATION

SEND COMPLETED FORM TO:

Fax: **614.222.9457**

Mail: Ohio Deferred Compensation

EZ Enrollment Form

PERSONAL INFORMATION (please print)

Name DAVID F. GIERMAN JR. ☒ Male ☐ FemaleAddress [REDACTED]City [REDACTED] State OH Zip [REDACTED]Home Phone [REDACTED] Work Phone 614-724-0163Email Address [REDACTED]Employer OHIO LOTTERY COMMISSIONDate of Birth 06/29/1964 Number of pay periods per year 26Pension System: (circle one) OPERS STRS SERS OP&F HPRS Other _____

I currently have other tax-deferred retirement assets in: (circle any that apply)

457 ☐ 401(k) ☐ 401(a) ☐ 403(b) ☐ Traditional IRA ☐ None☒ I acknowledge that I have read the terms and conditions detailed below.Signature [REDACTED] Date 03/27/2014

Social Security Number _____

ENROLLMENT INSTRUCTIONS

1. ☒ I want to enroll in the Program today and begin contributing:☒ \$50 per pay period or☐ \$_____ per pay period (minimum \$15).

A pre-tax payroll deduction will be invested into the LifePath Portfolio closest to the year in which I turn age 65. I understand that deferrals will begin on the next pay date 30 days from the date my form is received by the Program, and that upon receipt of this form I will receive a Program Welcome Kit. Changes can be made at any time. Please be sure to provide your SSN, signature, and date.

2. ☐ Unless I check this box, I will be automatically enrolled in the SMART plan and my deferrals will be automatically increased each January by \$10 per pay period (unless you choose a different amount).

You will be notified by email when your Quarterly Statements and Focus newsletters are available at www.Ohio457.org. If you prefer to receive your statements and newsletters by regular mail, please check the box. ☐ I prefer regular mail.

*** FAX TX REPORT ***

TRANSMISSION OK

JOB NO.	3598
DESTINATION ADDRESS	916142229457
PSWD/SUBADDRESS	
DESTINATION ID	Ohio Deferred Comp
ST. TIME	03/28 11:20
USAGE T	01' 51
PGS.	2
RESULT	OK



Facsimile

To: Ohio Deferred Compensation From: Stefanie Zackery

216-774-5704

Fax: 614-222-9457

Pages: 2 including cover

Phone:

Date: 3/28/14

Re: Retirement Savings Plan Enrollment

CC:

☐ Urgent

☐ For Review

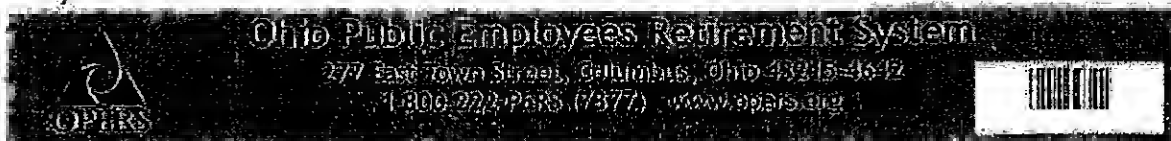
☐ Please Comment

☐ Please Reply

☐ Please Recycle

Retirement Savings Plan Enrollment form for:

David Climpeman



Personal History Record

INSTRUCTIONS

1. As a public employee you are required to complete and file this Form within 30 days of commencing employment. Failure to do so may limit the options available to you as well as delay transactions. Please fill out the form in blue or black ink.
2. For elected officials: An elected official, or person appointed to a publicly elected position, who is not retired from an Ohio retirement system and does not have contributions on deposit with OPERS through previous elected service, has the option of contributing to OPERS or Social Security. Elected officials who choose OPERS membership are required to contribute to OPERS for all subsequent elected positions.
3. Be sure your date of birth and Social Security Number, which are used to identify your account, are entered correctly.
4. Sign the form in SECTION 4 - EMPLOYEE CERTIFICATION. DO NOT print or type.
5. The employer is required to complete SECTION 5 - EMPLOYER CERTIFICATION.
6. The employer is required to mail the completed form to OPERS at the above address immediately upon hire.

Section 1 - Personal Information

Social Security Number

[REDACTED]

Last Name

C i m p e r m a n J r

First Name

D a v i d

MI

F

Street or Mailing Address

[REDACTED]

Apt. Number

[REDACTED]

City

[REDACTED]

State

OH

ZIP Code

[REDACTED]

Province

[REDACTED]

Country

[REDACTED]

Postal Code

[REDACTED]

Date Of Birth

0 6 2 9 1 9 6 4

Gender

Male

Female

X

[REDACTED]

Are you legally married? Yes No

X

[REDACTED]

Maiden Name

[REDACTED]

Work Phone Number

2 1 6 7 7 4 5 7 5 7

Home Phone Number

[REDACTED]

Cell Phone Number

[REDACTED]

E-mail Address

[REDACTED]

Section 2 - Current Employment Information

Job Title

I n v e s t i g a t o r

If this is an elected position or if you have been appointed to an elected position, provide date present elective service began.

[REDACTED]

Section 3: Prior Service Information

1. Have you previously worked in public employment in Ohio?

No

If "yes," give first date of public service:

0	6	1	5	1	9	8	8
---	---	---	---	---	---	---	---

If "yes," list employer(s)

[illegible]

2. Do you have previous public service for which OPERS contributions were not submitted? Yes ☐ No ☒
If "Yes" and you wish to request a determination relative to your non-contributing service, please provide OPERS with a completed *Certification of Unreported Public Service (Form AA)*.

3. Are you currently a member of, have you been a member of, or are you receiving a disability benefit from any of the following retirement systems? (If applicable, check Refunded, Receiving a Disability Benefit or Receiving a Retirement Benefit.)

	Yes	No	Refunded	Receiving a Disability Benefit	Receiving a Retirement Benefit
Ohio Public Employees Retirement Systems (OPERS)	☒	☐	☐	☐	☐
State Teachers Retirement Systems (STRS)	☐	☒	☐	☐	☐
School Employees Retirement System (SERS)	☒	☐	☐	☐	☐
Ohio Police and Fire Pension Fund (OP&F)	☒	☐	☐	☐	☐
State Highway Patrol Retirement System (HPRS)	☐	☒	☐	☐	☐
Cincinnati Retirement System (CRS)	☐	☒	☐	☐	☐

Section 4: Employee Certification

I state that the information contained in this form is complete and true to the best of my knowledge and belief.

Today's Date

12/08/2013

Employee Signature (Do not print or type.)

Section 3 - Employee Certification

Employer Code

Start Date

1	2	0	9	2	0	1	3
---	---	---	---	---	---	---	---

Is this an elected position? Yes ☒

No

If "yes," provide Employer Code for elected position

Elected Position Title

THE UNIVERSITY OF CHICAGO

Is this a law enforcement position? Yes ☒

No ☒

Full-TimePart-Time

I hereby certify that David Cimperman Jr began earning salary from which OPERS

retirement contributions are deducted with the above employer on the start date indicated above and the statements set forth are true and accurate as disclosed by the records of SA 11-1-1

Signature of Civilian Officer

Print Continuing Officer's Name

2025 RELEASE UNDER E.O. 14176

STATE OF OHIO
ePAY NOTIFICATION
(Please print or type)

Employee's Name (First, Middle, Last): <i>David F. Cimperman, Jr.</i>		Social Security Number: [REDACTED]
Department:	Institution/Division:	Unit:
Work Address: (Street, City, State, Zip Code) 615 W. Superior Ave. Cleveland, OH 44113		County: <u>Cuyahoga</u>
Home Address: (Street, City, State, Zip Code) [REDACTED]		County: [REDACTED]
Email Address: [REDACTED]		

By signing below, I certify that I:

- ☒ Accept electronic receipt of my pay stub information. I understand that, by accepting electronic receipt of my pay stub information, a paper payroll earning statement will not be issued to me, and I will instead receive my pay stub information via the Internet.
- ☐ Decline electronic receipt of my pay stub information. I understand that, by declining electronic receipt of my pay stub information, I will not be able to access my pay stub information via the Internet and instead will be issued a paper payroll earning statement.

I further understand that this certification will remain in effect until I submit a new ePay Notification form.

Employee's Signature: *David F. Cimperman, Jr.*

Date: 12/08/2013

For Agency Use ONLY	
Date Received: _____	NOTE Sending ePay Notification forms to the email address of the employee is not required.
Date Logged: _____	

Form W-4 (2013)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2013 expires February 17, 2014. See Pub. 505, Tax Withholding and Estimated Tax.

Note. If another person can claim you as a dependent on his or her tax return, you cannot claim exemption from withholding if your income exceeds \$1,000 and includes more than \$350 of unearned income (for example, interest and dividends).

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 further adjust your withholding allowances based on limited deductions, certain credits, adjustments to income, or two-earners/multiple jobs situations.

Complete all worksheets that apply. However, you may claim fewer (or zero) allowances. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

Head of household. Generally, you can claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the Personal Allowances Worksheet below. See Pub. 505 for information on converting your other credits into withholding allowances.

Net wage income. If you have a large amount of net wage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity income, see Pub. 505 to find out if you should adjust your withholding on Form W-4 or W-4P.

Two earners or multiple jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 505 for details.

Nonresident alien. If you are a nonresident alien, see Notice 1392, Supplemental Form W-4 Instructions for Nonresident Aliens, before completing this form.

Check your withholding. As your Form W-4 takes effect, use Pub. 505 to see how the amount you are having withheld compares to your projected total tax for 2013. See Pub. 505, especially if your earnings exceed \$10,000 (single) or \$100,000 (married).

Future developments. Information about any future developments affecting Form W-4 (such as legislation enacted after we release it) will be posted at www.irs.gov/w4.

Personal Allowances Worksheet (Keep for your records.)

A Enter "1" for yourself if no one else can claim you as a dependent A B Enter "1" if: B • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less. C Enter "1" for your spouse. But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) C D Enter number of dependents (other than your spouse or yourself) you will claim on your tax return D E Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above) E F Enter "1" if you have at least \$1,900 of child or dependent care expenses for which you plan to claim a credit (Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.) F G Child Tax Credit (including additional child tax credit). See Pub. 872, Child Tax Credit, for more information. • If your total income will be less than \$65,000 (\$95,000 if married), enter "2" for each eligible child; then less "1" if you have three to six eligible children or less "2" if you have seven or more eligible children. • If your total income will be between \$65,000 and \$84,000 (\$95,000 and \$119,000 if married), enter "1" for each eligible child G H Add lines A through G and enter total here. (Note. This may be different from the number of exemptions you claim on your tax return.) ▶ H	For accuracy, complete all worksheets that apply. • If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2. • If you are single and have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$40,000 (\$10,000 if married), see the Two-Earners/Multiple Jobs Worksheet on page 2 to avoid having too little tax withheld. • If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below.
--	--

Separate here and give Form W-4 to your employer. Keep the top part for your records.

Form W-4 Department of the Treasury Internal Revenue Service		Employee's Withholding Allowance Certificate • Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.		OMB No. 1545-0074 2013
1 Your first name and middle initial David R.		Last name Cimperman, Jr.		2 Your social security number [REDACTED]
Home address (number and street or rural route) [REDACTED]		3 If married, but legally separated, or spouse is a nonresident alien, check the "Single" box. ☒ Single		
City or town, state, and ZIP code [REDACTED]		4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ▶ ☐		
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)		6 Additional amount, if any, you want withheld from each paycheck		7 I claim exemption from withholding for 2013, and I certify that I meet both of the following conditions for exemption.
				• Last year I had a right to a refund of all federal income tax withheld because I had no tax liability, and • This year I expect a refund of all federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here. ▶ 7
Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete.				
Employee's signature (This form is not valid unless you sign it.)		Date ▶ 12/08/2013		
8 Employer's name and address (Employer Complete lines 9 and 10 only if sending to the IRS.)		9 Office code (optional)		10 Employer identification number (EIN)

Notice to Employee

1. For state purposes, an individual may claim only natural dependency exemptions. This includes the taxpayer, spouse and each dependent. Dependents are the same as defined in the Internal Revenue Code and as claimed in the taxpayer's federal income tax return for the taxable year for which the taxpayer would have been permitted to claim had the taxpayer filed such a return.

2. You may file a new certificate at any time if the number of your exemptions *increases*.

You must file a new certificate within 10 days if the number of exemptions previously claimed by you *decreases* because:

- (a) Your spouse for whom you have been claiming exemption is divorced or legally separated, or claims her (or his) own exemption on a separate certificate.
- (b) The support of a dependent for whom you claimed exemption is taken over by someone else.
- (c) You find that a dependent for whom you claimed exemption must be dropped for federal purposes.

The death of a spouse or a dependent does not affect your withholding until the next year but requires the filing of a new certificate. If possible, file a new certificate by Dec. 1st of the year in which the death occurs.

For further information, consult the Ohio Department of Taxation, Personal and School District Income Tax Division, or your employer.

3. If you expect to owe more Ohio income tax than will be withheld, you may claim a smaller number of exemptions; or under an agreement with your employer, you may have an additional amount withheld each pay period.

4. A married couple with both spouses working and filing a joint return will, in many cases, be required to file an individual estimated income tax form IT 1040ES even though Ohio income tax is being withheld from their wages. This result may occur because the tax on their combined income will be greater than the sum of the taxes withheld from the husband's wages and the wife's wages. This requirement to file an individual estimated income tax form IT 1040ES may also apply to an individual who has two jobs, both of which are subject to withholding. In lieu of filing the individual estimated income tax form IT 1040ES, the individual may provide for additional withholding with his employer by using line 5.

✂ please detach here



Employee's Withholding Exemption Certificate

Print full name David F. Chipperman, Jr. Social Security number [REDACTED]

Home address and ZIP [REDACTED]

Public school district of residence [REDACTED] School district no. [REDACTED]
(See *The Finder* at tax.ohio.gov)

1. Personal exemption for yourself, enter "1" if claimed [REDACTED]

2. If married, personal exemption for your spouse if not separately claimed (enter "1" if claimed) [REDACTED]

3. Exemptions for dependents [REDACTED]

4. Add the exemptions that you have claimed above and enter total [REDACTED]

5. Additional withholding per pay period under agreement with employer [REDACTED] \$ [REDACTED]

Under the penalties of perjury, I certify that the number of exemptions claimed on this certificate does not exceed the number to which I am entitled.

Signature [Signature] Date 12/08/2013

AUTHORIZATION FOR DIRECT DEPOSIT OF PAY

Clipperman,

David

६०

11.

Social Security Number.

I AUTHORIZE THE STATE OF OHIO TO DEPOSIT MY PAYROLL CHECK INTO MY ACCOUNT IN THE FINANCIAL INSTITUTION NAMED BELOW BY AUTOMATIC TRANSFER. THIS AUTHORIZATION WILL REMAIN IN EFFECT UNTIL I SUBMIT A NEW FORM OR FORMS (SEE REVERSE SIDE).

NAME OF FINANCIAL INSTITUTION

11

State

TIF T-1 Routing No.

1 SAVINGS ACCOUNT

NUMBER

OR

2. CHECKING ACCOUNT

**USE FORM ADM-4286 TO
DISCONTINUE DIRECT DEPOSIT**

ADM 4280 (REV. 4/2000)

12/08/2013

Dato

Employee Signature

Agency	Payroll Number

Payroll Number	Payroll Date	Payroll Period	Payroll Amount	Payroll Type	Payroll Status
1001	01/01/2024	01/01/2024 - 01/05/2024	\$1,200.00	Regular	Completed
1002	01/06/2024	01/06/2024 - 01/10/2024	\$1,200.00	Regular	Completed
1003	01/11/2024	01/11/2024 - 01/15/2024	\$1,200.00	Regular	Completed
1004	01/16/2024	01/16/2024 - 01/20/2024	\$1,200.00	Regular	Completed
1005	01/21/2024	01/21/2024 - 01/25/2024	\$1,200.00	Regular	Completed
1006	01/26/2024	01/26/2024 - 01/30/2024	\$1,200.00	Regular	Completed
1007	01/31/2024	01/31/2024 - 02/04/2024	\$1,200.00	Regular	Completed
1008	02/05/2024	02/05/2024 - 02/09/2024	\$1,200.00	Regular	Completed
1009	02/10/2024	02/10/2024 - 02/14/2024	\$1,200.00	Regular	Completed
1010	02/15/2024	02/15/2024 - 02/19/2024	\$1,200.00	Regular	Completed
1011	02/20/2024	02/20/2024 - 02/24/2024	\$1,200.00	Regular	Completed
1012	02/25/2024	02/25/2024 - 02/29/2024	\$1,200.00	Regular	Completed
1013	03/01/2024	03/01/2024 - 03/05/2024	\$1,200.00	Regular	Completed
1014	03/06/2024	03/06/2024 - 03/10/2024	\$1,200.00	Regular	Completed
1015	03/11/2024	03/11/2024 - 03/15/2024	\$1,200.00	Regular	Completed
1016	03/16/2024	03/16/2024 - 03/20/2024	\$1,200.00	Regular	Completed
1017	03/21/2024	03/21/2024 - 03/25/2024	\$1,200.00	Regular	Completed
1018	03/26/2024	03/26/2024 - 03/30/2024	\$1,200.00	Regular	Completed
1019	03/31/2024	03/31/2024 - 04/04/2024	\$1,200.00	Regular	Completed
1020	04/05/2024	04/05/2024 - 04/09/2024	\$1,200.00	Regular	Completed
1021	04/10/2024	04/10/2024 - 04/14/2024	\$1,200.00	Regular	Completed
1022	04/15/2024	04/15/2024 - 04/19/2024	\$1,200.00	Regular	Completed
1023	04/20/2024	04/20/2024 - 04/24/2024	\$1,200.00	Regular	Completed
1024	04/25/2024	04/25/2024 - 04/29/2024	\$1,200.00	Regular	Completed
1025	04/30/2024	04/30/2024 - 05/04/2024	\$1,200.00	Regular	Completed
1026	05/05/2024	05/05/2024 - 05/09/2024	\$1,200.00	Regular	Completed
1027	05/10/2024	05/10/2024 - 05/14/2024	\$1,200.00	Regular	Completed
1028	05/15/2024	05/15/2024 - 05/19/2024	\$1,200.00	Regular	Completed
1029	05/20/2024	05/20/2024 - 05/24/2024	\$1,200.00	Regular	Completed
1030	05/25/2024	05/25/2024 - 05/29/2024	\$1,200.00	Regular	Completed
1031	05/30/2024	05/30/2024 - 06/03/2024	\$1,200.00	Regular	Completed
1032	06/04/2024	06/04/2024 - 06/08/2024	\$1,200.00	Regular	Completed
1033	06/09/2024	06/09/2024 - 06/13/2024	\$1,200.00	Regular	Completed
1034	06/14/2024	06/14/2024 - 06/18/2024	\$1,200.00	Regular	Completed
1035	06/19/2024	06/19/2024 - 06/23/2024	\$1,200.00	Regular	Completed
1036	06/24/2024	06/24/2024 - 06/28/2024	\$1,200.00	Regular	Completed
1037	06/29/2024	06/29/2024 - 07/03/2024	\$1,200.00	Regular	Completed
1038	07/04/2024	07/04/2024 - 07/08/2024	\$1,200.00	Regular	Completed
1039	07/09/2024	07/09/2024 - 07/13/2024	\$1,200.00	Regular	Completed
1040	07/14/2024	07/14/2024 - 07/18/2024	\$1,200.00	Regular	Completed
1041	07/19/2024	07/19/2024 - 07/23/2024	\$1,200.00	Regular	Completed
1042	07/24/2024	07/24/2024 - 07/28/2024	\$1,200.00	Regular	Completed
1043	07/29/2024	07/29/2024 - 08/02/2024	\$1,200.00	Regular	Completed
1044	08/03/2024	08/03/2024 - 08/07/2024	\$1,200.00	Regular	Completed
1045	08/08/2024	08/08/2024 - 08/12/2024	\$1,200.00	Regular	Completed
1046					

INSTRUCTIONS FOR AUTHORIZATION FOR DIRECT DEPOSIT OF PAY

1. Enter employee name as it appears on paycheck.
2. Enter the Social Security Number.
3. Enter the name and address of the financial institution (bank, savings and loan, credit union, etc.) in which you want your check deposited.
4. Enter your financial institution's Transit/ABA Number.* This is a nine digit number and is shown on your personal check and/or deposit ticket. Please verify this number at the financial institution. If you elect to deposit in a savings account, contact your bank for its Transit/ABA Number.
5. Check the type of account, checking or savings.
6. Enter your personal account number. You can obtain your account number from your bank statement or your savings account passbook. Otherwise, contact your financial institution for your account number.
7. Sign Authorization Form and enter date.
8. Enter the agency where you work.
9. If you elect to deposit in a checking account, please attach a voided check or a deposit ticket.

10. **Forward the signed authorization and attachment to your payroll officer.**
For one pay period after the effective date of your authorization, your earnings statement will indicate the financial institution and account number where your money will be transferred. You must verify these numbers and if incorrect, notify your payroll officer immediately.
- Cancellation of Direct Deposit requires Form ADM 4286 to be completed and forwarded to your payroll officer.**
- If you change accounts and/or financial institutions, complete form ADM 4286 for your old account and a new form ADM 4280 for your new account. Forward all materials to your payroll officer. Remember your new account will go through one pay period of pre-notification as indicated in Item 1. Therefore, you may not want to cancel your old account before that time. In addition, this procedure will begin no earlier than the pay period after receipt.**



Submitted Form: Form A

OHIO LOTTERY COMMISSION - 116900

Name	SSN	Gender	Date of Birth	Salary Begin Date	Law Enforcement Position	Elected Official Position	Fire Fighter	Employee Address
CIMPERMAN JR, DAVID F	[REDACTED]	Male	06/29/1964	12/09/2013	No	No	No	[REDACTED]
Name	SSN	Gender	Date of Birth	Salary Begin Date	Law Enforcement Position	Elected Official Position	Fire Fighter	Employee Address

Reporting Method: Data Entry

Form Type: Form A

Last Change Date/Time: 12/12/13 05:12 PM

Last Change By: ZACKERY, STEFANIE M

If you have any questions, please send a message via the ECS Message Center, or contact the OPERS Employer Call Center at 1-888-400-0965.

**Statement Concerning Your Employment in a Job
Not Covered by Social Security**

Employee Name David F. Cimperman, Jr.

Employee ID# [REDACTED]

Employer Name OHIO LOTTERY COMMISSION

Employer ID# [REDACTED]

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2013, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$395.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision."

Government Pension Offset Provision

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security (\$500 - \$400 = \$100). Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to Social Security Publication, "Government Pension Offset."

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security Benefits.

Signature of Employee 

Date 12/08/2013

Information about Social Security Form SSA-1945 Statement Concerning Your Employment in a Job Not Covered by Social Security

New legislation (Section 419(c) of Public Law 108-203, the Social Security Protection Act of 2004) requires State and local government employers to provide a statement to employees hired January 1, 2005 or later in a job not covered under Social Security. The statement explains how a pension from that job could affect future Social Security benefits to which they may become entitled.

Form SSA-1945, Statement Concerning Your Employment in a Job Not Covered by Social Security, is the document that employers should use to meet the requirements of the law. The SSA-1945 explains the potential effects of two provisions in the Social Security law for workers who also receive a pension based on their work in a job not covered by Social Security. The Windfall Elimination Provision can affect the amount of a worker's Social Security retirement or disability benefit. The Government Pension Offset Provision can affect a Social Security benefit received as a spouse, surviving spouse, or an ex-spouse.

Employers must:

- Give the statement to the employee prior to the start of employment;
- Get the employee's signature on the form; and
- Submit a copy of the signed form to the pension paying agency.

Social Security will not be setting any additional guidelines for the use of this form.

Copies of the SSA-1945 are available online at the Social Security website, www.socialsecurity.gov/online/ssa-1945.pdf. Paper copies can be requested by email at ofsm.oswm.rqct.orders@ssa.gov or by fax at 410-985-2037. The request must include the name, complete address and telephone number of the employer. Forms will not be sent to a post office box. Also, if appropriate, include the name of the person to whom the forms are to be delivered. The forms are available in packages of 25. Please refer to Inventory Control Number (ICN) 276950 when ordering.

*** FAX TX REPORT ***

TRANSMISSION OK

JOB NO.	2932
DESTINATION ADDRESS	916148571178
PSWD/SUBADDRESS	
DESTINATION ID	
ST. TIME	12/12 18:21
USAGE T	03' 44
PGS.	5
RESULT	OK



Facsimile

To: OPERS

From: Stefano Zackery

216-774-5704

Fax: 814-887-1178

Pages: 6 (including cover)

Phone:

Date: 12/12/13

Re: SSA-1945

CC:

☐ Urgent ☐ For Review ☐ Please Comment ☐ Please Reply ☐ Please Recycle

SSA-1945 Form for:

Justin Beatty

Anthony Bernal

David Climperman Jr

James Collins

Performance Document - ANNUAL REVIEW

Manager Evaluation

DAVID CIMPERMAN, Investigator
ANNUAL REVIEW, 04/01/2015 - 03/31/2016

Author: KEVIN PARKER
Status: Completed
Approval: Approved

Role: Manager
Due Date: 03/16/2016

EMPLOYEE DATA	
Empl ID :	
Agency :	Lottery Commission
Division :	LOT271100 VLT Management
Job Code :	26211
Supervisor ID :	10128666

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

Mission	
Description Mission	
To offer entertaining games that maximize profits for K-12 public education.	
Created By :	KEVIN PARKER 02/25/2016 11:43AM

Vision	
Description Vision	
To create fun and innovative gaming experiences.	
Created By :	KEVIN PARKER 02/25/2016 11:43AM

Purpose of Position	
Description 26211 Investigator	
Independently conduct investigations of complaints & allegations for assigned agency.	
Created By :	KEVIN PARKER 02/25/2016 11:43AM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS
Description Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.
Rating: 1. Does Not Meet
Comments: Dave needs to focus on what the Recino, the Lottery and his team members need from him.

To this end he would not seek out nor engage in activity that is not strictly work related. Dave has been issued a direct order to restrict his interactions with the public and employees of the Hard Rock strictly to professional interactions as a direct result of his own actions. This has caused an overall negative customer experience. Dave is aware of this negative image and yet, up to this point, has not done enough to change that image.

Created By : Template 02/25/2016 11:43AM
Last Modified By : KEVIN PARKER 04/25/2016 2:25PM

Section 3 - AGENCY COMPETENCIES

COMMUNICATING OUTSIDE THE ORG

Description Communicates with people outside of the organization (agency), representing the organization (agency) to customers, the public, government (federal, other state or local), and other external sources. Information can be exchanged in person, in writing (electronic or hard copy), or by telephone or email.

Rating: 1. Does Not Meet

Comments: Dave needs to understand that he represents the Lottery Commission and his Teammates and that his actions, choices and decisions while at work have negatively effected his relationships with the staff at Hard Rock and also have negatively impacted the agency and other members of his team. Because of this there is a lack of communication and representation of the agency in a favorable light with the Hard Rock.

Created By : KEVIN PARKER 02/25/2016 11:43AM
Last Modified By : KEVIN PARKER 04/25/2016 2:25PM

COMMUNICATE SPV/PEERS/SUBS

Description Provides information to supervisors, coworkers (peers), and subordinates (staff) by telephone, in written form (electronic or hard copy), or in person.

Rating: 2. Meets Expectations

Comments: Dave keeps everyone informed and effectively conveys information. Dave is very good at finding issues and brings them to my attention.

Created By : KEVIN PARKER 02/25/2016 11:43AM
Last Modified By : KEVIN PARKER 03/15/2016 1:16PM

ANALYZING DATA/INFORMATION

Description Identifying the underlying principles, reasons, or facts of information by breaking down information or data into separate parts.

Rating: 2. Meets Expectations

Comments: Dave is able to analyze data related to laws and regulations in order to use that information during investigations.

Created By : KEVIN PARKER 02/25/2016 11:43AM
Last Modified By : KEVIN PARKER 05/05/2016 9:16AM

WORKING WITH COMPUTERS

Description Using computers and computer systems (including hardware and software) to program, write

software, set up functions, enter data, or process information.

Rating: 2. Meets Expectations

Comments: Dave effectively uses the computers and systems used by our office to perform our work.
Dave normally has no problem with using any of the technology and is consistent in it's use.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : KEVIN PARKER 03/15/2016 1:16PM

GETTING INFORMATION

Description Observes, receives, and otherwise obtains information from all relevant sources.

Rating: 2. Meets Expectations

Comments: Dave recognizes and reports issues that that he finds and provides all relevant information.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : KEVIN PARKER 03/11/2016 9:55AM

DOCUMENT/RECORD INFORMATION

Description Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.

Rating: 2. Meets Expectations

Comments: Dave does not normally do a lot of licensing from start to finish during his shift and because of this he needs to follow the process checklist provided more thoroughly to prevent omissions and mistakes.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : KEVIN PARKER 03/15/2016 1:16PM

MAKE DECISIONS/SOLVE PROBLEMS

Description Analyzing information and evaluating results to choose the best solution and solve problems.

Rating: 1. Does Not Meet

Comments: Dave has difficulty in analyzing and evaluating his decisions while at work and this has caused problems, not solved them.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : KEVIN PARKER 04/25/2016 2:37PM

IDENTIFY ACTIONS/OBJS/EVENTS

Description Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Rating: 2. Meets Expectations

Comments: Dave is capable of properly identifying information and observing for patterns or detecting changes to determine whether an investigation is needed.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : KEVIN PARKER 03/15/2016 1:36PM

UPDATE/USE RELEVANT KNOWLEDGE

Description Keeping up-to-date technically and applying new knowledge to the job.

Rating: 2. Meets Expectations

Comments: Dave has kept up to date on the current technology in use. Like the other team members I would like to see more seeking out and utilizing new knowledge to the job.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : KEVIN PARKER 03/15/2016 1:36PM

INTERPERSONAL RELATIONSHIPS

Description Developing constructive and cooperative (professional) working relationships with others and maintaining them over time.

Rating: 1. Does Not Meet

Comments: Dave has not been able to maintain constructive and cooperative professional working relationships with the Hard Rock. Dave needs to maintain an approachable, polite and professional demeanor with everyone while at work and keep his personal life separate. Furthermore, Dave needs to repair his image and his relationship with the Hard Rock. Dave seems unable to understand how his actions or decision making affect the Lottery Commission or his teammates. This is indicated by his continued denial of taking some responsibility for his own actions, choices or decisions while at work and instead shifts the blame onto others.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : KEVIN PARKER 04/25/2010 2:25PM

ORGANIZE/PLAN/PRIORITIZE WORK

Description Developing specific goals and plans to prioritize, organize, and accomplish work.

Rating: 2. Meets Expectations

Comments: When Dave is focused he is organized and is able to accomplish his work in a timely manner.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : KEVIN PARKER 04/15/2016 1:16PM

Section 4 - CLASSIFICATION COMPETENCIES

PERFORM ADMIN ACTIVITIES

Description Performing day-to-day (routine) administrative tasks such as maintaining information files and processing paperwork.

Rating: 2. Meets Expectations

Comments: Dave handles most routine tasks effectively. More attention to detail is needed on a consistent basis.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : KEVIN PARKER 04/15/2016 1:16PM

PERFORM WORK FOR PUBLIC

Description Performing for people or dealing directly with the public. This includes serving customers, and receiving clients or guests (applicants, consumers, dependants, patients, inmates, recipients).

Rating: 1. Does Not Meet

Dave is under a direct order to not contact any HRR Employee unless absolutely necessary for reasons to complete his assigned duties as an investigator. His actions and interactions that required this direct order have hampered his ability to initiate contact with witnesses

Comments: regarding possible infractions or to build and maintain rapport with informants/witnesses. Dave, in response to his poor decision making, has also been ordered to stay away from Hard Rock Live and the Comedy Club for one hour before, during and one hour after any event, further hampering the performance of certain duties.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: KEVIN PARKER 04/25/2016 2:42PM

INTERPRET INFORMATION

Description Translates or explains what information means and how it can be used by others.

Rating: 2. Meets Expectations

Comments: Dave has been a police academy instructor for years and is able to translate or explain many complex concepts.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: KEVIN PARKER 03/15/2016 1:36PM

PROCESSING INFORMATION

Description Compiling, coding, categorizing, calculating, tabulating, auditing, or verifying information or data.

Rating: 2. Meets Expectations

Comments: When Dave is required to do this he has demonstrated that he can be effective at this.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: KEVIN PARKER 03/15/2016 1:36PM

PROVIDE CONSULTATION/ADVICE

Description Providing guidance and expert advice to management or other groups on technical, systems-, or process-related topics.

Rating: 2. Meets Expectations

Comments: Dave is always willing to share his ideas or advice.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: KEVIN PARKER 03/15/2016 1:36PM

EVALUATE INFO FOR COMPLIANCE

Description Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Rating: 1. Does Not Meet

Comments: Dave has not used good individual judgment in making decisions regarding himself and his social interactions with the guests of or employees of the Hard Rock. Dave does not seem to understand or care where the boundaries are between his work with the Lottery Commission

and the other facets of his life. These decisions are not the standard that the Lottery Commission expects from its employees. As the supervisor, his decisions do not meet my standards of an investigator that must work without direct supervision and directly with customers or the public.

Created By : KEVIN PARKER 02/25/2016 11:43AM
Last Modified By : KEVIN PARKER 04/18/2016 12:42PM

MONITORING/REVIEWING

Description Monitoring and reviewing information from materials, events, or the environment to detect or assess problems.

Rating: 2. Meets Expectations

Comments: Dave has brought a lot of issues to my attention that have led to further reviews. Dave keeps involved, is observant and knows when something needs to be looked into more.

Created By : KEVIN PARKER 02/25/2016 11:43AM
Last Modified By : KEVIN PARKER 04/15/2016 2:02PM

JUDGE QUALITIES

Description Assessing the value, importance, or quality of things or people.

Rating: 2. Meets Expectations

Comments: Dave has demonstrated that he can assess the value, importance and quality of people, places and things.

Created By : KEVIN PARKER 02/25/2016 11:43AM
Last Modified By : KEVIN PARKER 03/15/2016 1:36PM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Rating: 1. Does Not Meet

Comments: Dave has not been able to maintain his competency from last year's evaluation mainly due to two negative decisions he made while at work. Combined, these decisions have shown that Dave, currently, is unable to work without constant supervision unless he remain under direct orders curbing his interactions both good and bad with the Hard Rock staff, guests, and customers. Dave needs to make better decisions and show he can do this without constant supervision until his next evaluation period.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

Surveillance System

Description Use the in office surveillance system to track a random VLT Attendant for ten minutes a week. Save the video to the system for later review.

Rating: 2. Meets Expectations

Comments: Dave is at the same level of competency as the rest of the team and this goal will be continued as is for improved results.

Created By : KEVIN PARKER 02/25/2016 11:43AM
Last Modified By : KEVIN PARKER 03/15/2016 2:46PM

Licensing

Description: Reduce errors and omissions during the licensing process.

Rating: 2. Meets Expectations

Dave has reduced the errors and omissions that caused this goal to be put in place. Dave normally does not have to do the full licensing but did have that opportunity for several weeks.

Comments: Too often while doing the full licensing Dave made too many mistakes and had to go back and correct them. Dave should have utilized the procedure provided as a guide to get him through the process. Dave has learned from this and has improved.

Created By: KEVIN PARKER 02/25/2016 12:02PM

Last Modified By: KEVIN PARKER 03/15/2016 2:46PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Rating: 3. Meets Expectations

Comments: Dave has met the performance and expectations of both goals even with the occasional lack of focus I see from him. Dave appears to be good out of the gate but slows down in the home stretch and often that is when mistakes or omissions occur. I would expect this to get better.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Rating: 1. Does Not Meet

Comments: Overall Dave has fallen pretty far from his evaluation last year. At the time of last year's evaluation David had given no indications of trouble (at least from the time I took over as supervisor). In the interest of making improvements, a Performance Improvement Plan will be created so David and I can work on returning him to a preferred performance level. David has trouble maintaining professional relationships, he needs to respect boundaries. David has engaged in activities that are not work related and those activities have interfered with his job performance. David has shown that he does not realize how his negative behavior reflects upon the Ohio Lottery Commission, peers or himself. David has consistently made negative choices and has not shown that he has learned from past mistakes. David, because of his own actions, had to be placed under a direct order to refrain from contacting HRRNP employees for any reason other than strictly work related reasons.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description: Has a Career Development Plan been generated for the rated employee?

Rating: No

Comments:

Created By: Template 02/25/2016 11:43AM

Last Modified By: KEVIN PARKER 03/15/2016 2:46PM

PERFORMANCE PLAN CONFIRMATION

Description Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Rating: Yes

Comments: See Performance Improvement Plan (PIP).

Created By:

Template

02/25/2016 11:43AM

Last Modified By:

KEVIN PARKER

04/25/2016 2:37PM

Section 10 - APPROVALS SECTION

10128666 KEVIN PARKER 03/15/2016

10047779 JOHN O'DONNELL 03/16/2016

10128666 KEVIN PARKER 03/31/2016

10047779 JOHN O'DONNELL 04/04/2016

10128666 KEVIN PARKER 04/25/2016

10047779 JOHN O'DONNELL 04/26/2016

10128666 KEVIN PARKER 05/05/2016

10128666 KEVIN PARKER 05/16/2016

10047779 JOHN O'DONNELL 05/16/2016

10018959 STEFANIE ZACKERY 05/17/2016

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

I have included a response in this performance evaluation's

Employee Comments Section.

☐ Yes ☒ No

My electronic signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance evaluations may be appealed and that refusal to acknowledge this evaluation waives my right to appeal.

Choose one (1) of the following:
☐ I refuse to acknowledge this document.
☒ I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

Section 12 - MANAGER REVIEWER COMMENTS SECTION

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments

No Attachments have been added to this document

Audit History

Created By :	KEVIN PARKER	
Last Updated By :	KEVIN PARKER	05/25/2016 5:01:32PM
Acknowledged By :	DAVID CIMPERMAN	05/25/2016 5:01:12PM
Completed By :	KEVIN PARKER	05/25/2016 5:01:32PM
Reopened Document By :	STEFANIE ZACKERY	05/05/2016 9:22:46AM

Performance Document - ANNUAL REVIEW

Self-Evaluation

DAVID CIMPERMAN, Investigator
ANNUAL REVIEW, 04/01/2015 - 03/31/2016

Author: DAVID CIMPERMAN
Status: Completed

Role: Employee
Due Date: 03/01/2016

EMPLOYEE DATA	
Empl ID :	
Agency :	Lottery Commission
Division :	LOT271100 VLT Management
Job Code :	26211
Supervisor ID :	10128666

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

Mission	
Description:	Mission To offer entertaining games that maximize profits for K-12 public education.
Created By :	KEVIN PARKER 02/25/2016 11:43AM

Vision	
Description:	Vision To create fun and innovative gaming experiences.
Created By :	KEVIN PARKER 02/25/2016 11:43AM

Purpose of Position	
Description:	26211 Investigator Independently conduct investigations of complaints & allegations for assigned agency.
Created By :	KEVIN PARKER 02/25/2016 11:43AM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS	
Description:	Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.
Rating:	2. Meets Expectations
Comments:	I am comfortable dealing with the public.

Created By :	Template	02/25/2016 11:43AM
Last Modified By :	DAVID CIMPERMAN	04/11/2016 12:53PM

Section 3 - AGENCY COMPETENCIES

COMMUNICATING OUTSIDE THE ORG

Description Communicates with people outside of the organization (agency), representing the organization (agency) to customers, the public, government (federal, other state or local), and other external sources. Information can be exchanged in person, in writing (electronic or hard copy), or by telephone or email.

Rating: 2. Meets Expectations

Comments: I am comfortable dealing with the public.

Created By :	KEVIN PARKER	02/25/2016 11:43AM
Last Modified By :	DAVID CIMPERMAN	04/11/2016 12:53PM

COMMUNICATE SPV/PEERS/SUBS

Description Provides information to supervisors, coworkers (peers), and subordinates (staff) by telephone, in written form (electronic or hard copy), or in person.

Rating: 2. Meets Expectations

Comments: I have a very good working relationship with other investigators and supervisors.

Created By :	KEVIN PARKER	02/25/2016 11:43AM
Last Modified By :	DAVID CIMPERMAN	04/11/2016 12:53PM

ANALYZING DATA/INFORMATION

Description Identifying the underlying principles, reasons, or facts of information by breaking down information or data into separate parts.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with my assigned duties.

Created By :	KEVIN PARKER	02/25/2016 11:43AM
Last Modified By :	DAVID CIMPERMAN	04/11/2016 12:53PM

WORKING WITH COMPUTERS

Description Using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with the computer systems we use. duties.

Created By :	KEVIN PARKER	02/25/2016 11:43AM
Last Modified By :	DAVID CIMPERMAN	04/11/2016 12:53PM

GETTING INFORMATION

Description Observes, receives, and otherwise obtains information from all relevant sources.

Rating: 2. Meets Expectations

Comments: I have a good working relationship with Racino staff, that allows me to gather information relating to incidents at the Racino.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

DOCUMENT/RECORD INFORMATION

Description Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with the report writing system.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

MAKE DECISIONS/SOLVE PROBLEMS

Description Analyzing information and evaluating results to choose the best solution and solve problems.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with my assigned duties.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

IDENTIFY ACTIONS/OBJS/EVENTS

Description Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with my assigned duties.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

UPDATE/USE RELEVANT KNOWLEDGE

Description Keeping up-to-date technically and applying new knowledge to the job.

Rating: 2. Meets Expectations

Comments: I continually work towards better myself and learning more about the systems we use.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

INTERPERSONAL RELATIONSHIPS

Description: Developing constructive and cooperative (professional) working relationships with others and maintaining them over time.

Rating: 2. Meets Expectations

Comments: I have a good working relationship with both my co workers and Racino staff, and work to maintain that relationship.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : DAVID CIMPERMAN 04/11/2016 12:53PM

ORGANIZE/PLAN/PRIORITIZE WORK

Description: Developing specific goals and plans to prioritize, organize, and accomplish work.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with my assigned duties.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : DAVID CIMPERMAN 04/11/2016 12:53PM

Section 4 - CLASSIFICATION COMPETENCIES

PERFORM ADMIN ACTIVITIES

Description: Performing day-to-day (routine) administrative tasks such as maintaining information files and processing paperwork.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with my assigned duties.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : DAVID CIMPERMAN 04/11/2016 12:53PM

PERFORM WORK FOR PUBLIC

Description: Performing for people or dealing directly with the public. This includes serving customers, and receiving clients or guests (applicants, consumers, dependents, patients, inmates, recipients).

Rating: 2. Meets Expectations

Comments: I am comfortable dealing with the public.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : DAVID CIMPERMAN 04/11/2016 12:53PM

INTERPRET INFORMATION

Description: Translates or explains what information means and how it can be used by others.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with explaining my duties to others.

Created By : KEVIN PARKER 02/25/2016 11:43AM

Last Modified By : DAVID CIMPERMAN 04/11/2016 12:53PM

PROCESSING INFORMATION

Description: Compiling, coding, categorizing, calculating, tabulating, auditing, or verifying information or data.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with my assigned duties.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

PROVIDE CONSULTATION/ADVICE

Description: Providing guidance and expert advice to management or other groups on technical, systems-, or process-related topics.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with my assigned duties.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

EVALUATE INFO FOR COMPLIANCE

Description: Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with my assigned duties.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

MONITORING/REVIEWING

Description: Monitoring and reviewing information from materials, events, or the environment to detect or assess problems.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with my assigned duties.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

JUDGE QUALITIES

Description: Assessing the value, importance, or quality of things or people.

Rating: 2. Meets Expectations

Comments: I have a very good understanding of how the customers and Racino staff interact.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Rating: 3. Meets Expectations

Comments: I am familiar and comfortable with my assigned duties.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

Surveillance System

Description Use the in office surveillance system to track a random VLT Attendant for ten minutes a week. Save the video to the system for later review.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with the surveillance system.

Created By: KEVIN PARKER 02/25/2016 11:43AM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

Licensing

Description Reduce errors and omissions during the licensing process.

Rating: 2. Meets Expectations

Comments: I am familiar and comfortable with my assigned duties.

Created By: KEVIN PARKER 02/25/2016 12:02PM

Last Modified By: DAVID CIMPERMAN 04/11/2016 12:53PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Rating: 3. Meets Expectations

Comments: I feel that I am on track with my goals.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description Has a Career Development Plan been generated for the rated employee?

Created By: Template 02/25/2016 11:43AM

PERFORMANCE PLAN CONFIRMATION

Description Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Created By: Template 02/25/2016 11:43AM

Section 10 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Audit History

Created By:	KEVIN PARKER	
Last Updated By:	DAVID CIMPERMAN	04/11/2016 12:53:40PM
Completed By:	DAVID CIMPERMAN	04/11/2018 12:53:40PM

Performance Document - ANNUAL REVIEW
Manager Evaluation

DAVID CIMPERMAN, Investigator
ANNUAL REVIEW, 04/01/2014 - 03/31/2015

Author: KEVIN PARKER
Status: Completed
Approval: Approved

Role: Manager
Due Date: 03/16/2015

EMPLOYEE DATA	
Empl ID:	
Agency:	Lottery Commission
Division:	LOT271100 VLT Management
Job Code:	26211
Supervisor ID:	10128666

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

Mission	
Description: Mission	
To offer entertaining games that maximize profits for K-12 public education.	
Created By:	KEVIN PARKER 02/20/2015 1:34PM

Vision	
Description: Vision	
To create fun and innovative gaming experiences.	
Created By:	KEVIN PARKER 02/26/2015 1:34PM

Purpose of Position	
Description: 26211 Investigator	
Independently conduct investigations of complaints & allegations for assigned agency.	
Created By:	KEVIN PARKER 02/26/2015 1:34PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS
Description: Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.
Rating: 2. Meets Expectations
Comments: In the short amount of time I have been supervising Mr. Cimperman he has been

communicating well with customers.

Created By :	Template	02/26/2015 1:34PM
Last Modified By :	KEVIN PARKER	03/09/2015 2:53PM

Section 3 - AGENCY COMPETENCIES

COMMUNICATING OUTSIDE THE ORG

Description Communicates with people outside of the organization (agency), representing the organization (agency) to customers, the public, government (federal, other state or local), and other external sources. Information can be exchanged in person, in writing (electronic or hard copy), or by telephone or email.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been communicating, and representing himself well.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By :	KEVIN PARKER	03/09/2015 2:53PM

COMMUNICATE SPV/PEERS/SUBS

Description Provides information to supervisors, coworkers (peers), and subordinates (staff) by telephone, in written form (electronic or hard copy), or in person.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been very forthcoming with information (in all forms) with me and during shift change with others.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By :	KEVIN PARKER	03/09/2015 2:53PM

ANALYZING DATA/INFORMATION

Description Identifying the underlying principles, reasons, or facts of information by breaking down information or data into separate parts.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been very insightful and helpful breaking down information and investigating.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By :	KEVIN PARKER	03/09/2015 2:53PM

WORKING WITH COMPUTERS

Description Using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman, he has been very knowledgeable and efficient with the technology we utilize.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
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Last Modified By : KEVIN PARKER 03/09/2015 2:53PM

GETTING INFORMATION

Description Observes, receives, and otherwise obtains information from all relevant sources.

Rating: 3. Exceeds Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has sought out every detail for his investigations and reports.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : KEVIN PARKER 03/09/2015 2:53PM

DOCUMENT/RECORD INFORMATION

Description Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been detail oriented and efficient.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : KEVIN PARKER 03/09/2015 2:53PM

MAKE DECISIONS/SOLVE PROBLEMS

Description Analyzing information and evaluating results to choose the best solution and solve problems.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been effective in analyzing information.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : KEVIN PARKER 03/09/2015 2:53PM

IDENTIFY ACTIONS/OBJS/EVENTS

Description Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has demonstrated ability to accomplish these tasks.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : KEVIN PARKER 03/09/2015 2:53PM

UPDATE/USE RELEVANT KNOWLEDGE

Description Keeping up-to-date technically and applying new knowledge to the job.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has expressed his

desire to learn and take on new responsibilities.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By :	KEVIN PARKER	03/09/2015 2:53PM

INTERPERSONAL RELATIONSHIPS

Description Developing constructive and cooperative (professional) working relationships with others and maintaining them over time.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been cooperative and constructive.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By :	KEVIN PARKER	03/09/2015 2:53PM

ORGANIZE/PLAN/PRIORITIZE WORK

Description Developing specific goals and plans to prioritize, organize, and accomplish work.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been able to prioritize his work.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By :	KEVIN PARKER	03/09/2015 2:53PM

Section 4 - CLASSIFICATION COMPETENCIES

PERFORM ADMIN ACTIVITIES

Description Performing day-to-day (routine) administrative tasks such as maintaining information files and processing paperwork.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been efficient in performing day to day functions.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By :	KEVIN PARKER	03/09/2015 2:53PM

PERFORM/WORK FOR PUBLIC

Description Performing for people or dealing directly with the public. This includes serving customers, and receiving clients or guests (applicants, consumers, dependents, patients, inmates, recipients).

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been receptive to dealing with the public.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By :	KEVIN PARKER	03/09/2015 2:53PM

INTERPRET INFORMATION

Description Translates or explains what information means and how it can be used by others.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has demonstrated an ability to explain how the licensing process works in an effective manner.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : KEVIN PARKER 03/09/2015 2:53PM

PROCESSING INFORMATION

Description Compiling, coding, categorizing, calculating, tabulating, auditing, or verifying information or data.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been able to accomplish this.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : KEVIN PARKER 03/09/2015 2:53PM

PROVIDE CONSULTATION/ADVICE

Description Providing guidance and expert advice to management or other groups on technical, systems-, or process-related topics.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been able to assist and advise in the areas of his expertise.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : KEVIN PARKER 03/09/2015 2:53PM

EVALUATE INFO FOR COMPLIANCE

Description Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Rating: 3. Exceeds Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has demonstrated a strong grasp of the laws and regulations of the Ohio Lottery Commission.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : KEVIN PARKER 03/09/2015 2:53PM

MONITORING/REVIEWING

Description Monitoring and reviewing information from materials, events, or the environment to detect or assess problems.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been forthcoming with issues perceived and then recognized as problems and has provided alternatives.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By:

KEVIN PARKER

03/09/2015 2:53PM

JUDGE QUALITIES

Description Assessing the value, importance, or quality of things or people.

Rating: 2. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has been able to determine the importance of most things.

Created By:

KEVIN PARKER

02/26/2015 1:34PM

Last Modified By:

KEVIN PARKER

03/09/2015 2:53PM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Rating: 3. Meets Expectations

Comments: In the short amount of time I have been supervising Mr. Cimperman he has met the expectations of this organization and has been a valuable member of this team.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

There are no goals for the 4/1/14 thru 3/31/15 review period

Description

Rating: 2. Meets Expectations

Comments: Expectation met.

Created By:

KEVIN PARKER

02/26/2015 1:34PM

Last Modified By:

KEVIN PARKER

03/09/2015 2:53PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Rating: 3. Meets Expectations

Comments: Expectation met.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Rating: 3. Meets Expectations

Comments: Mr. Cimperman meets the expectations of the Ohio Lottery Commission and of this team.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description Has a Career Development Plan been generated for the rated employee?

Rating: No

Comments: N/A

Created By :	Template	02/26/2015 1:34PM
Last Modified By :	KEVIN PARKER	03/09/2015 2:53PM

PERFORMANCE PLAN CONFIRMATION		
Description Has a Performance Improvement Plan (PIP) been generated for the rated employee?		
Rating: No		
Comments: N/A		
Created By :	Template	02/26/2015 1:34PM
Last Modified By :	KEVIN PARKER	03/09/2015 2:53PM

Section 10 - APPROVALS SECTION

10128666 KEVIN PARKER	03/09/2015
10047779 JOHN O'DONNELL	03/11/2015
10128666 KEVIN PARKER	03/20/2015
10047779 JOHN O'DONNELL	03/23/2015
10018959 STEFANIE ZACKERY	03/31/2015
10128666 KEVIN PARKER	04/16/2015
10128666 KEVIN PARKER	04/20/2015
10047779 JOHN O'DONNELL	04/22/2015
10018959 STEFANIE ZACKERY	04/23/2015

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have read the above: ☐ I have ☒ I have not responded on an attached document.
 My signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance reviews may be appealed and that failure to sign this form waives my right to appeal.

I am exercising my right to refuse to sign this document. Please check the appropriate response;

☐ Yes ☒ No

Section 11 - MANAGER RATER COMMENTS SECTION

Section 12 - MANAGER REVIEWER COMMENTS SECTION

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have read the above; ☐ I have ☐ I have not responded on an attached document.

My signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance reviews may be appealed and that failure to sign this form waives my right to appeal.

I am exercising my right to refuse to sign this document. Please check the appropriate response:

☐ Yes ☐ No

Employee/Date

Attachments

No Attachments have been added to this document.

Audit History

Created By:	KEVIN PARKER	
Last Updated By:	KEVIN PARKER	04/28/2015 2:04:27PM
Acknowledged By:	DAVID IMPERMAN	04/28/2015 2:13:13 PM
Completed By:	KEVIN PARKER	04/28/2015 2:04:27PM
Reopened Document By:	KEVIN PARKER	04/20/2015 2:04:42PM

Performance Document - ANNUAL REVIEW

Self-Evaluation

DAVID CIMPERMAN, Investigator
ANNUAL REVIEW, 04/01/2014 - 03/31/2015

Author: DAVID CIMPERMAN
Status: Completed

Role: Employee
Due Date: 03/01/2015

EMPLOYEE DATA	
Empl ID:	
Agency:	Lottery Commission
Division:	LOT271100 VLT Management
Job Code:	26211
Supervisor ID:	10128666

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

Mission		
Description	Mission	
To offer entertaining games that maximize profits for K-12 public education.		
Created By:	KEVIN PARKER	02/26/2015 1:34PM

Vision		
Description	Vision	
To create fun and innovative gaming experiences.		
Created By:	KEVIN PARKER	02/26/2015 1:34PM

Purpose of Position		
Description	26211 Investigator	
Independently conduct investigations of complaints & allegations for assigned agency.		
Created By:	KEVIN PARKER	02/26/2015 1:34PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS	
Description	Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.
Rating:	2. Meets Expectations
Comments:	It is routine to have Racino employees seek information from OLC Investigators. I am able to

frequently assist and provide direction, but also am able to forward questions or concerns up the OLC chain of command.

Created By :	Template	02/26/2015 1:34PM
Last Modified By :	DAVID CIMPERMAN	03/16/2015 9:13PM

Section 3 - AGENCY COMPETENCIES

COMMUNICATING OUTSIDE THE ORG

Description Communicates with people outside of the organization (agency), representing the organization (agency) to customers, the public, government (federal, other state or local), and other external sources. Information can be exchanged in person, in writing (electronic or hard copy), or by telephone or email.

Rating: 2. Meets Expectations

Comments: It is routine to have Racino employees seek information from OLC Investigators. I am able to frequently assist and provide direction, but also am able to forward questions or concerns up the OLC chain of command.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By :	DAVID CIMPERMAN	03/16/2015 9:13PM

COMMUNICATE SPV/PEERS/SUBS

Description Provides information to supervisors, coworkers (peers), and subordinates (staff) by telephone, in written form (electronic or hard copy), or in person.

Rating: 3. Exceeds Expectations

Comments: We routinely complete investigative reports relating to criminal and OLC violations, and insure that others within our office are aware of violations and criminal acts within our racino.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By :	DAVID CIMPERMAN	03/16/2015 9:13PM

ANALYZING DATA/INFORMATION

Description Identifying the underlying principles, reasons, or facts of information by breaking down information or data into separate parts.

Rating: 2. Meets Expectations

Comments: We routinely break down facts into categories, in relation to our reporting criteria.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By :	DAVID CIMPERMAN	03/16/2015 9:13PM

WORKING WITH COMPUTERS

Description Using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information.

Rating: 2. Meets Expectations

Comments: We use computers and various programs both in licensing and reporting functions.

Created By :	KEVIN PARKER	02/26/2015 1:34PM
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Last Modified By : DAVID CIMPERMAN 03/16/2015 9:13PM

GETTING INFORMATION

Description Observes, receives, and otherwise obtains information from all relevant sources.

Rating: 3. Exceeds Expectations

Comments: We routinely interview security, VLT, and bank personnel, relating to violations and reporting

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : DAVID CIMPERMAN 03/16/2015 9:13PM

DOCUMENT/RECORD INFORMATION

Description Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.

Rating: 2. Meets Expectations

Comments: We use computers and various programs both in licensing and reporting functions.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : DAVID CIMPERMAN 03/16/2015 9:13PM

MAKE DECISIONS/SOLVE PROBLEMS

Description Analyzing information and evaluating results to choose the best solution and solve problems.

Rating: 3. Exceeds Expectations

Comments: We routinely are presented with small issues and are tasked with assisting racino employees in complying with OLC rules.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : DAVID CIMPERMAN 03/16/2015 9:13PM

IDENTIFY ACTIONS/OBJS/EVENTS

Description Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Rating: 2. Meets Expectations

Comments: We log several problems and watch for repeat problems, to prevent a large scale loss of revenue.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : DAVID CIMPERMAN 03/16/2015 9:13PM

UPDATE/USE RELEVANT KNOWLEDGE

Description Keeping up-to-date technically and applying new knowledge to the job.

Rating: 3. Exceeds Expectations

Comments: I/we continue to read and seek out additional training.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : DAVID CIMPERMAN 03/16/2015 9:13PM

INTERPERSONAL RELATIONSHIPS

Description Developing constructive and cooperative (professional) working relationships with others and maintaining them over time.

Rating: 3. Exceeds Expectations

Comments: All members of our office get along very well, and always try to assist each other when possible.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : DAVID CIMPERMAN 03/16/2015 9:13PM

ORGANIZE/PLAN/PRIORITIZE WORK

Description Developing specific goals and plans to prioritize, organize, and accomplish work.

Rating: 2. Meets Expectations

Comments: we routinely review documents from the racino to insure we do not miss violations, and are able to prioritize instances that must be dealt with first.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : DAVID CIMPERMAN 03/16/2015 9:13PM

Section 4 - CLASSIFICATION COMPETENCIES

PERFORM ADMIN ACTIVITIES

Description Performing day-to-day (routine) administrative tasks such as maintaining information files and processing paperwork.

Rating: 3. Exceeds Expectations

Comments: We keep several logs and are called upon to input information daily.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : DAVID CIMPERMAN 03/16/2015 9:13PM

PERFORM/WORK FOR PUBLIC

Description Performing for people or dealing directly with the public. This includes serving customers, and receiving clients or guests (applicants, consumers, dependents, patients, inmates, recipients).

Rating: 2. Meets Expectations

Comments: It is a normal function to assist the public while we are also monitoring the racino and its staff.

Created By : KEVIN PARKER 02/26/2015 1:34PM

Last Modified By : DAVID CIMPERMAN 03/16/2015 9:13PM

INTERPRET INFORMATION

Description Translates or explains what information means and how it can be used by others.

Rating: 2. Meets Expectations		
Comments: I can read, and I can understand what I read!		
Created By:	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By:	DAVID CIMPERMAN	03/16/2015 9:13PM

PROCESSING INFORMATION

Description: Compiling, coding, categorizing, calculating, tabulating, auditing, or verifying information or data.		
Rating: 2. Meets Expectations		
Comments: We routinely break down facts into categories, in relation to our reporting criteria.		
Created By:	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By:	DAVID CIMPERMAN	03/16/2015 9:13PM

PROVIDE CONSULTATION/ADVICE

Description: Providing guidance and expert advice to management or other groups on technical, systems-, or process-related topics.		
Rating: 3. Exceeds Expectations		
Comments: We routinely are presented with small issues and are tasked with assisting racino employees in complying with OLC rules.		
Created By:	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By:	DAVID CIMPERMAN	03/16/2015 9:13PM

EVALUATE INFO FOR COMPLIANCE

Description: Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.		
Rating: 2. Meets Expectations		
Comments: We routinely are presented with small issues and are tasked with assisting racino employees in complying with OLC rules.		
Created By:	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By:	DAVID CIMPERMAN	03/16/2015 9:13PM

MONITORING/REVIEWING

Description: Monitoring and reviewing information from materials, events, or the environment to detect or assess problems.		
Rating: 2. Meets Expectations		
Comments: We monitor racino property and staff to insure compliance with ORC and OLC rules.		
Created By:	KEVIN PARKER	02/26/2015 1:34PM
Last Modified By:	DAVID CIMPERMAN	03/16/2015 9:13PM

JUDGE QUALITIES

Description Assessing the value, importance, or quality of things or people.

Rating: 2. Meets Expectations

Comments: All people are valuable.

Created By:

KEVIN PARKER

02/26/2015 1:34PM

Last Modified By:

DAVID CIMPERMAN

03/16/2015 9:13PM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Rating: 4. Exceeds Expectations

Comments: I have been a member of this unit for over a year, and am very comfortable, and competent in my duties.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

There are no goals for the 4/1/14 thru 3/31/15 review period

Description

Rating: 2. Meets Expectations

Comments: My goal would be to attend advanced training to improve my investigative skills.

Created By:

KEVIN PARKER

02/26/2015 1:34PM

Last Modified By:

DAVID CIMPERMAN

03/16/2015 9:13PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Rating: 3. Meets Expectations

Comments: I would like to see advanced training opportunities for investigators.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description Has a Career Development Plan been generated for the rated employee?

Created By:

Template

02/26/2015 1:34PM

PERFORMANCE PLAN CONFIRMATION

Description Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Created By:

Template

02/26/2015 1:34PM

Section 10 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have read the above: ☐ I have ☐ I have not responded on an attached document.

My signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance reviews may be appealed and that failure to sign this form waives my right to appeal.

I am exercising my right to refuse to sign this document. Please check the appropriate response:

☐ Yes ☐ No

Employee/Date

Audit History		
Created By:	KEVIN PARKER	
Last Updated By:	DAVID CIMPERMAN	03/16/2015 9:13:48PM
Completed By:	DAVID CIMPERMAN	03/16/2015 9:13:48PM
Reopened Document By:	STEFANIE ZACKERY	03/09/2016 10:20:52AM

Performance Evaluation



Support Staff

NAME: David F. Cimperman Jr.
DATE: March 3, 2014
CLASS: Investigator

OFFICE: Security
BUREAU: Hard Rock Rocksino/Northfield Park
REVIEW TYPE: Mid-Probationary

PURPOSE

This Performance Evaluation is utilized to:

- Work toward attainment of the agency's mission, goals and objectives;
- Inform the employee of strengths, weaknesses and progress;
- Improve performance, productivity and develop employee skills;
- Strengthen work relationships;
- Develop the role of the supervisor as a supportive leader and counselor;
- Improve open communication;
- Recognize accomplishments and good work;
- Document employee performance;
- Encourage employee participation and joint input in the performance review process;
- Ensure that OLC policies and procedures are being consistently and fairly applied among all staff members.

RATING LEVEL DEFINITIONS

Outstanding (91-100)

Performance consistently exceeds job requirements. Outstanding employees are quality contributors who make a significant difference to the organization by achieving challenging objectives. Job performance is excellent and above and beyond what is expected of employees in this position. The employee is considered an essential contributor to the team's success. Employee requires minimal supervision.

Exceeds Expectations (81-90)

Performance exceeds job requirements. Employees that exceed expectations contribute to the organization at a level that is higher than what is expected for employees in this position. They are recognized as being essential to their job function. The employee requires less than standard supervision.

Meets Expectations (71-80)

Performance satisfies job requirements. Employees that meet expectations contribute to the organization at the level expected for this position. They are valued team members and individual contributors. The employee requires standard levels of supervision.

Needs Improvement (61-70)

Performance does not consistently satisfy job requirements. Employees that need improvement may understand the job requirements but do not consistently meet expectations, or their productivity for similar tasks is inconsistent. The employee requires standard to high levels of supervision depending on the particular task.

Unsatisfactory (51-60)

The employee consistently fails to satisfy job requirements. Unsatisfactory employees do not adequately contribute to the organization because they do not consistently meet the standards required for their job function. The employee consistently requires high levels of supervision.

If the total score of an entire category is unsatisfactory, a structured performance improvement plan, including a training itinerary, will be recommended.

All Employees

Performance evaluation is a key component of the employee's career development and is used to determine the employee's suitability for continued employment.

Probationary Employees

Performance evaluation is a key component of the employee's career development and is used to determine the employee's suitability for continued employment. Probationary employees are those who have been hired on a temporary basis and are subject to removal at any time. The final performance evaluation will determine whether the employee is to be retained or not.

Step Advancement

Performance evaluation is a key component of the employee's career development and is used to determine the employee's suitability for continued employment. Step advancement is a process by which an employee can move to a higher step within the same grade. The employee must meet the requirements for the higher step and be recommended for advancement by the supervisor.

DIRECTIONS

Please evaluate the employee you supervise in the following categories based on the ratings as previously explained. Then, provide an explanation or cite a specific example in the comments section to substantiate your total score for each category. For example, if the employee works in the IT department and satisfactorily assists another employee (an internal customer) with his/her complicated computer problem, you could write about this event in the "Customer Service" comments section.

The elements for each category have been carefully written to apply to all sales staff; therefore, a "not applicable" response, which would detrimentally affect the total score, will not be accepted. All parts of this form must be completed prior to your scheduled annual review conference.

Also, be prepared to discuss the following topics during your annual review conference:

- Your employee's overall performance as defined in your present position description, including tardiness, attendance and safety.
- Your employee's present position description and any changes necessary to update it. If your present position description needs updating, you will need to bring suggested revisions to your annual review conference.
- Your employee's demonstration of general adherence to OLC policies, procedures and practices.
- Your professional strengths and weaknesses.
- The training programs that your employee attended during the last year and how they impacted his/her work performance and prepared them for future career goals.
- The training programs that your employee would like to attend during the upcoming performance evaluation year, and why you and they feel the training would improve their performance.
- Your employee's satisfaction with their job and any obstacles that may hinder this satisfaction or may cause unsatisfactory performance.

Part I

Read each element carefully. Rate the employee you supervise on a scale of 0-10 based on the rating level descriptions on the cover sheet. Tally all of the scores, and enter the total in the "Total Score" section. In the comments section, explain the reasoning for the total score. Finally, determine the percentage for each category by dividing the total score by the total points possible. Continue this process for all seven categories. Make sure a score for each element within each category is assigned because any "Not Applicable" (N/A) response will be counted as a zero, which will detrimentally affect the overall score and percentage. If completing electronically, use the drop down boxes to enter the scores. The file will automatically calculate the scores and percentage for each category and the overall score. If completing this form on-line, it must be printed upon completion. There is no provision to save the form while in process of completing or upon completion.

1. QUALITY AND EFFICIENCY

Recognizes problems and recommends solutions	8
Resolves conflicts professionally	8
Applies knowledge and judgement required for successful performance of job responsibilities	8
Completes work in an accurate, neat, well-organized and thorough manner with minimal supervision	8
Completes assignments in a timely manner and meets established deadlines	8
Is able to prioritize and perform multiple tasks	8
Demonstrates knowledge of the software packages required to perform job duties and gaming systems	8
SCORE	56
PERCENTAGE	80 %

COMMENTS: Mr. Cimperman is still in the process of learning the responsibilities of his new position and seems to have caught on quickly. Prior to the opening of the racino, he, along with other investigators, were tasked with completing an audit to insure that there was proper surveillance coverage of every video lottery terminal on the gaming floor. This was a very involved task and Mr. Cimperman put a lot of effort into getting it accomplished on time. He worked directly with Hard Rock Surveillance personnel to complete the task.

On 12/31/2013 Mr. Cimperman recognized that several unlicensed personnel were working a rock concert at the racino. He obtained information in a professional manner and subsequently completed a detailed report of investigation. On 01/07/2014 Mr. Cimperman utilized his observational skills and recognized an issue with an unsecured video lottery terminal (VLT) on the gaming floor. He obtained information and also completed a detailed report on this incident.

2. TEAMWORK & COOPERATION CATEGORY

Actively participates to contribute to the group effort	8
Cooperates with supervisors and responds well to direction and advice	8
Contributes suggestions to enhance overall productivity	8
Accepts and applies performance feedback	8
SCORE	32
PERCENTAGE	80 %

COMMENTS: Supervision has observed that Mr. Cimperman works well with others as a team to complete various tasks. He has made suggestions to improve the work environment.

Mr. Cimperman was advised on one occasion not to involve himself in Hard Rock Security related matters with patrons unless it was absolutely necessary for him to do so and there were no other Hard Rock Security Officers available. Mr. Cimperman seemed to accept the advice and direction which was given to him by his supervisor.

4. CUSTOMER SERVICE CATEGORY

Responds to internal and external customers in a respectful, accurate and timely manner	8
Develops and sustains productive customer relationships	8
Demonstrates willingness and ability to resolve customer's questions and concerns	8
SCORE	24
PERCENTAGE	80 %

COMMENTS: Mr. Cimperman appears to have a good working relationship with employees of the Hard Rock Rocksino/Northfield Park. Mr. Cimperman also seems to recognize that there are appropriate boundaries to be maintained between himself (as a regulatory agent) and employees of the Hard Rock Rocksino/Northfield Park.

5. COMMUNICATION CATEGORY

Demonstrates the ability to listen	8
Communicates accurate, appropriate and clear information in written and oral form	8
Immediately asks for clarification when there is the possibility of confusion	8
SCORE	24
PERCENTAGE	80 %

COMMENTS: Mr. Cimperman's reports are thorough and well written. He has brought matters of concern to the attention of his supervisor when necessary.

6. FLEXIBILITY CATEGORY

Evaluates each situation and responds appropriately to the problems and issues involved	8
Adapts to new ideas and changes in the work environment	8
Is dependable and reliable	8
Demonstrates initiative and appropriately assumes ownership of situations	8

SCORE 32

PERCENTAGE 80 %

COMMENTS Mr. Cimperman is dependable and reliable. He arrives at work before his shift begins and has voluntarily adjusted his shift to accommodate the needs of the unit or of his co-workers.

Mr. Cimperman is still learning his job duties and was reminded that his primary role is as a regulatory agent and not a law enforcement officer.

Mr. Cimperman has taken the initiative to insure that there continues to be proper surveillance coverage of the video lottery terminals (VLT's) on the gaming floor. This is an important ongoing task and Mr. Cimperman is to be commended for taking an interest in this.

Part II

ADHERENCE TO SAFETY PROCEDURES

Check the following statements on the right to determine the employee's awareness and adherence of the agency's safety procedures.

Demonstrates awareness of the safety rules and regulations ☒

Follows safety procedures without being reminded ☒

OVERALL RATINGS

1. Quality & Efficiency

MEETS EXPECTATIONS

2. Teamwork & Cooperation

MEETS EXPECTATIONS

3. Customer Service

MEETS EXPECTATIONS

4. Communication

MEETS EXPECTATIONS

5. Flexibility

MEETS EXPECTATIONS

SCORE	RATING
91 - 100:	OUTSTANDING
81 - 90:	EXCEEDS EXPECTATIONS
71 - 80:	MEETS EXPECTATIONS
61 - 70:	NEEDS IMPROVEMENT
51 - 60:	UNSATISFACTORY

Average Score: 80

MEETS EXPECTATIONS

If unsatisfactory, Rater must create and attach a recommended training itinerary to notify the Human Resources Department of the employee's training needs. The itinerary should include a list of all subjects in which training is needed, as well as the target dates of completion for each subject.

Part III

Sign and date this form above the appropriate line, and include additional comments if necessary.

COMMENTS Mr. Cimperman has been in his current position as an Investigator with the Ohio Lottery Commission at the Hard Rock Racino/Northfield Park for a period of three months. He is a dependable and reliable employee who seems eager to learn and take on additional responsibilities. He is encouraged to become more proficient in the tasks he has already learned, continue to learn his role as a regulator over the racino, and is encouraged to develop his base of knowledge in the coming months.

W.P. Mulhearn (W.P. Mulhearn)
Rater Signature INVESTIGATIONS SUPERVISOR I
W.P. Mulhearn

03/03/2014
Date 12/4/12

Appointing Authority Signature

Date

COMMENTS

By signing, I agree that I have read the above comments. I have not responded on an attached sheet of paper. My signature may not indicate agreement with the ratings. I understand that performance reviews may be appealed and that failure to sign this form waives my right to appeal.

D. J. Cimperman
Employee Signature

3/3/14
Date

Self Evaluation



Support Staff

NAME: David F. Cimperman, Jr.
DATE: Feb 16, 2014
CLASS: Investigator

OFFICE: Security
BUREAU: VLT Management
REVIEW TYPE: Mid-Probationary

PURPOSE

This Performance Evaluation is utilized to:

- Work toward attainment of the agency's mission, goals and objectives;
- Inform the employee of strengths, weaknesses and progress;
- Improve performance, productivity and develop employee skills;
- Strengthen work relationships;
- Develop the role of the supervisor as a supportive leader and counselor;
- Improve open communication;
- Recognize accomplishments and good work;
- Document employee performance;
- Encourage employee participation and joint input in the performance review process;
- Ensure that agency policies and procedures are being consistently and fairly applied among all staff members.

RATING LEVEL DEFINITIONS

Outstanding (91-100)

Performance consistently exceeds job requirements. Outstanding employees are quality contributors who make a significant difference to the organization by achieving challenging objectives. Job performance is excellent and above and beyond what is expected of employees in this position. The employee is considered an essential contributor to the team's success. Employee requires minimal supervision.

Exceeds Expectations (81-90)

Performance exceeds job requirements. Employees that exceed expectations contribute to the organization at a level that is higher than what is expected for employees in this position. They are recognized as being essential to their job function. The employee requires less than standard supervision.

Meets Expectations (71-80)

Performance satisfies job requirements. Employees that meet expectations contribute to the organization at the level expected for this position. They are valued team members and individual contributors. The employee requires standard levels of supervision.

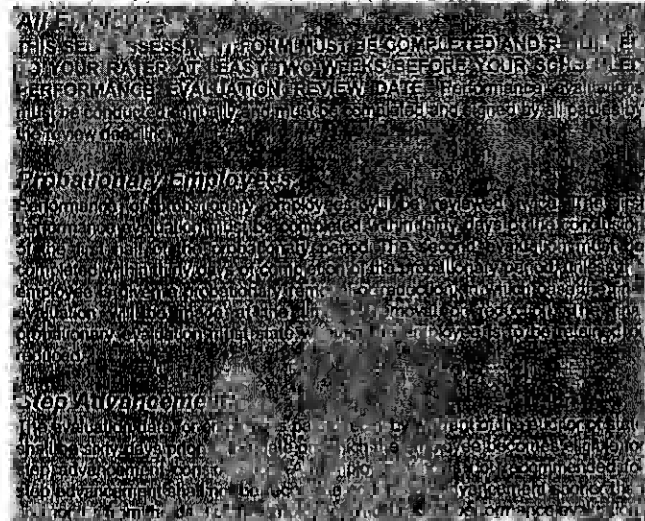
Needs Improvement (61-70)

Performance does not consistently satisfy job requirements. Employees that need improvement may understand the job requirements but do not consistently meet expectations, or their productivity for similar tasks is inconsistent. The employee requires standard to high levels of supervision depending on the particular task.

Unsatisfactory (51-60)

The employee consistently fails to satisfy job requirements. Unsatisfactory employees do not adequately contribute to the organization because they do not consistently meet the standards required for their job function. The employee consistently requires high levels of supervision.

If the total score of an entire category is unsatisfactory, a structured performance improvement plan, including a training itinerary, will be recommended.



DIRECTIONS

Please evaluate yourself in the following categories based on the ratings as previously explained. Then, provide an explanation or cite a specific example in the comments section to substantiate your total score for each category. For example, an employee working in the IT department who satisfactorily assists another employee (an internal customer) with his/her complicated computer problem could write about this event in the "Customer Service" comments section.

The elements for each category have been carefully written to apply to all sales staff; therefore, a "not applicable" response, which would detrimentally affect the total score, will not be accepted. All parts of this form must be completed and returned to your rater at least two weeks prior to your scheduled annual review conference.

Also, be prepared to discuss the following topics during your annual review conference:

- Your overall performance as defined in your present position description, including tardiness, attendance and safety.
- Your present position description and any changes necessary to update it. If your present position description needs updating, you will need to bring suggested revisions to your annual review conference.
- Your demonstration of general adherence to agency policies, procedures and practices.
- Your professional strengths and weaknesses.
- The training programs that you attended during the last year and how they impacted your work performance and prepared you for future career goals.
- The training programs that you would like to attend during the upcoming performance evaluation year, and why you feel the training would improve your performance.
- Your satisfaction with your job and any obstacles that may hinder this satisfaction or may cause unsatisfactory performance.

Part I

Read each element carefully. Rate the employee you supervise on a scale of 0-10 based on the rating level descriptions on the cover sheet. Tally all of the scores, and enter the total in the "Total Score" section. In the comments section, explain the reasoning for the total score. Finally, determine the percentage for each category by dividing the total score by the total points possible. Continue this process for all seven categories. Make sure a score for each element within each category is assigned because any "Not Applicable" (N/A) response will be counted as a zero, which will detrimentally affect the overall score and percentage. If completing electronically, use the drop down boxes to enter the scores. The file will automatically calculate the scores and percentage for each category and the overall score. If completing this form on-line, it must be printed upon completion. There is no provision to save the form while in process of completing or upon completion.

1. QUALITY AND EFFICIENCY

Recognizes problems and recommends solutions	8
Resolves conflicts professionally	8
Applies knowledge and judgement required for successful performance of job responsibilities	8
Completes work in an accurate, neat, well-organized and thorough manner with minimal supervision	8
Completes assignments in a timely manner and meets established deadlines	8
Is able to prioritize and perform multiple tasks	8
Demonstrates knowledge of the software packages required to perform job duties and gaming systems	7

SCORE 55

PERCENTAGE 78 %

COMMENTS:

2. TEAMWORK & COOPERATION CATEGORY

Actively participates to contribute to the group effort	9
Cooperates with supervisors and responds well to direction and advice	9
Contributes suggestions to enhance overall productivity	9
Accepts and applies performance feedback	8

SCORE 35

PERCENTAGE 87 %

COMMENTS:

4. CUSTOMER SERVICE CATEGORY

Responds to internal and external customers in a respectful, accurate and timely manner	9
Develops and sustains productive customer relationships	9
Demonstrates willingness and ability to resolve customer's questions and concerns	9
SCORE	27
PERCENTAGE	90 %

COMMENTS:

5. COMMUNICATION CATEGORY

Demonstrates the ability to listen	8
Communicates accurate, appropriate and clear information in written and oral form	8
Immediately asks for clarification when there is the possibility of confusion	8
SCORE	24
PERCENTAGE	80 %

COMMENTS

6. FLEXIBILITY CATEGORY

Evaluates each situation and responds appropriately to the problems and issues involved	8
Adapts to new ideas and changes in the work environment	8
Is dependable and reliable	9
Demonstrates initiative and appropriately assumes ownership of situations	9
SCORE	34
PERCENTAGE	85 %

COMMENTS

Part II

ADHERENCE TO SAFETY PROCEDURES

Check the following statements on the right to determine the employee's awareness and adherence of the agency's safety procedures.

Demonstrates awareness of the safety rules and regulations ☒

Follows safety procedures without being reminded ☒

OVERALL RATINGS

1. Quality & Efficiency

MEETS EXPECTATIONS

2. Teamwork & Cooperation

EXCEEDS EXPECTATIONS

3. Customer Service

EXCEEDS EXPECTATIONS

4. Communication

MEETS EXPECTATIONS

5. Flexibility

EXCEEDS EXPECTATIONS

SCORE	RATING
91 - 100:	OUTSTANDING
81 - 90:	EXCEEDS EXPECTATIONS
71 - 80:	MEETS EXPECTATIONS
61 - 70:	NEEDS IMPROVEMENT
51 - 60:	UNSATISFACTORY

Average Score: 83

EXCEEDS EXPECTATIONS

If unsatisfactory, Rater must create and attach a recommended training itinerary to notify the Human Resources Department of the employee's training needs. The itinerary should include a list of all subjects in which training is needed, as well as the target dates of completion for each subject.

Part III

Provide a short answer to each of the following:

1. What were your major accomplishments this past year? Include any training you might have taken, goals and objectives you've met, or other projects you're especially proud of.

2. How would you like to improve yourself in the upcoming year? Include suggestions for training you might like to take, job goals, special projects, and other enrichment opportunities.

I would like to attend training, to see how Racino's in other states handle this type of assignment.

**PLEASE RETURN YOUR COMPLETED SELF-ASSESSMENT TO YOUR RATER
AT LEAST TWO WEEKS PRIOR TO YOUR SCHEDULED EVALUATION DATE**

Performance Evaluation



Support Staff

NAME: David F. Cimperman Jr.
DATE: 06/02/2014
CLASS: Investigator

OFFICE: Security
BUREAU: Hard Rock Rocksino/Northfield Park
REVIEW TYPE: Final Probationary

PURPOSE

This Performance Evaluation is utilized to:

- Work toward attainment of the agency's mission, goals and objectives;
- Inform the employee of strengths, weaknesses and progress;
- Improve performance, productivity and develop employee skills;
- Strengthen work relationships;
- Develop the role of the supervisor as a supportive leader and counselor;
- Improve open communication;
- Recognize accomplishments and good work;
- Document employee performance;
- Encourage employee participation and joint input in the performance review process;
- Ensure that OLC policies and procedures are being consistently and fairly applied among all staff members.

RATING LEVEL DEFINITIONS

Outstanding (91-100)

Performance consistently exceeds job requirements. Outstanding employees are quality contributors who make a significant difference to the organization by achieving challenging objectives. Job performance is excellent and above and beyond what is expected of employees in this position. The employee is considered an essential contributor to the team's success. Employee requires minimal supervision.

Exceeds Expectations (81-90)

Performance exceeds job requirements. Employees that exceed expectations contribute to the organization at a level that is higher than what is expected for employees in this position. They are recognized as being essential to their job function. The employee requires less than standard supervision.

Meets Expectations (71-80)

Performance satisfies job requirements. Employees that meet expectations contribute to the organization at the level expected for this position. They are valued team members and individual contributors. The employee requires standard levels of supervision.

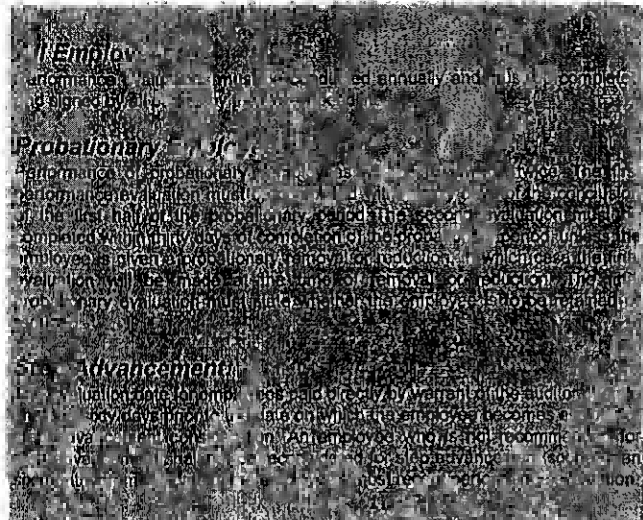
Needs Improvement (61-70)

Performance does not consistently satisfy job requirements. Employees that need improvement may understand the job requirements but do not consistently meet expectations, or their productivity for similar tasks is inconsistent. The employee requires standard to high levels of supervision depending on the particular task.

Unsatisfactory (51-60)

The employee consistently fails to satisfy job requirements. Unsatisfactory employees do not adequately contribute to the organization because they do not consistently meet the standards required for their job function. The employee consistently requires high levels of supervision.

If the total score of an entire category is unsatisfactory, a structured performance improvement plan, including a training itinerary, will be recommended.



DIRECTIONS

Please evaluate the employee you supervise in the following categories based on the ratings as previously explained. Then, provide an explanation or cite a specific example in the comments section to substantiate your total score for each category. For example, if the employee works in the IT department and satisfactorily assists another employee (an internal customer) with his/her complicated computer problem, you could write about this event in the "Customer Service" comments section.

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Also, be prepared to discuss the following topics during your annual review conference:

- Your employee's overall performance as defined in your present position description, including tardiness, attendance and safety.
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- Your employee's demonstration of general adherence to OLC policies, procedures and practices.
- Your professional strengths and weaknesses.
- The training programs that your employee attended during the last year and how they impacted his/her work performance and prepared them for future career goals.
- The training programs that your employee would like to attend during the upcoming performance evaluation year, and why you and they feel the training would improve their performance.
- Your employee's satisfaction with their job and any obstacles that may hinder this satisfaction or may cause unsatisfactory performance.

Part I

Read each element carefully. Rate the employee you supervise on a scale of 0-10 based on the rating level descriptions on the cover sheet. Tally all of the scores, and enter the total in the "Total Score" section. In the comments section, explain the reasoning for the total score. Finally, determine the percentage for each category by dividing the total score by the total points possible. Continue this process for all seven categories. Make sure a score for each element within each category is assigned because any "Not Applicable" (N/A) response will be counted as a zero, which will detrimentally affect the overall score and percentage. If completing electronically, use the drop down boxes to enter the scores. The file will automatically calculate the scores and percentage for each category and the overall score. If completing this form on-line, it must be printed upon completion. There is no provision to save the form while in process of completing or upon completion.

1. QUALITY AND EFFICIENCY

Recognizes problems and recommends solutions	8
Resolves conflicts professionally	8
Applies knowledge and judgement required for successful performance of job responsibilities	8
Completes work in an accurate, neat, well-organized and thorough manner with minimal supervision	7
Completes assignments in a timely manner and meets established deadlines	8
Is able to prioritize and perform multiple tasks	8
Demonstrates knowledge of the software packages required to perform job duties and gaming systems	8
SCORE	55
PERCENTAGE	78 %

COMMENTS: Mr. Cimperman has gained sufficient knowledge of the position and performs the required duties.

Supervision has returned some work product for corrections to be made.

2. TEAMWORK & COOPERATION CATEGORY

Actively participates to contribute to the group effort	8
Cooperates with supervisors and responds well to direction and advice	7
Contributes suggestions to enhance overall productivity	8
Accepts and applies performance feedback	8
SCORE	31
PERCENTAGE	77 %

COMMENTS: Mr. Cimperman works well with his co-workers.

Mr. Cimperman was cautioned about unnecessarily involving himself in a situation involving intoxicated patrons that occurred at the Rocks/Ino on 4/13/2014 which was being handled by security. Mr. Cimperman had previously been cautioned about involving himself in security matters.

4. CUSTOMER SERVICE CATEGORY

Responds to internal and external customers in a respectful, accurate and timely manner	8
Develops and sustains productive customer relationships	8
Demonstrates willingness and ability to resolve customer's questions and concerns	8

SCORE 24

PERCENTAGE 80 %

COMMENTS: Mr. Cimperman appears to have a good working relationship with employees of the Hard Rock Rocking/Northfield Park and seems to recognize that there are appropriate boundaries that need to be maintained.

5. COMMUNICATION CATEGORY

Demonstrates the ability to listen	8
Communicates accurate, appropriate and clear information in written and oral form	8
Immediately asks for clarification when there is the possibility of confusion	8

SCORE 24

PERCENTAGE 80 %

COMMENTS Mr. Cimperman brings important matters to the attention of his Supervisor when necessary.

6. FLEXIBILITY CATEGORY

Evaluates each situation and responds appropriately to the problems and issues involved	8
Adapts to new Ideas and changes in the work environment	8
Is dependable and reliable	8
Demonstrates initiative and appropriately assumes ownership of situations	8

SCORE 32

PERCENTAGE 80 %

COMMENTS Mr. Gimperman is considered to be a dependable and reliable employee. He has voluntarily adjusted his shift on a number of occasions to accommodate the needs of the unit or his co-workers.

Part II

ADHERENCE TO SAFETY PROCEDURES

Check the following statements on the right to determine the employee's awareness and adherence of the agency's safety procedures.

Demonstrates awareness of the safety rules and regulations ☒

Follows safety procedures without being reminded ☒

OVERALL RATINGS

1. Quality & Efficiency

MEETS EXPECTATIONS

2. Teamwork & Cooperation

MEETS EXPECTATIONS

3. Customer Service

MEETS EXPECTATIONS

4. Communication

MEETS EXPECTATIONS

5. Flexibility

MEETS EXPECTATIONS

SCORE	RATING
91 - 100:	OUTSTANDING
81 - 90:	EXCEEDS EXPECTATIONS
71 - 80:	MEETS EXPECTATIONS
61 - 70:	NEEDS IMPROVEMENT
51 - 60:	UNSATISFACTORY

Average Score: 79

MEETS EXPECTATIONS

If unsatisfactory, Rater must create and attach a recommended training itinerary to notify the Human Resources Department of the employee's training needs. The itinerary should include a list of all subjects in which training is needed, as well as the target dates of completion for each subject.

Part III

Sign and date this form above the appropriate line, and include additional comments if necessary.

COMMENTS Mr. Cimperman has learned his role and the responsibilities required of his position as an Investigator with the Ohio Lottery Commission at the Hard Rock Rockino/Northfield Park. He satisfactorily completes his duties and I would recommend that Mr. Cimperman be retained in this position.

W.P. Mulhearn INVESTIGATION SUPERVISOR I
Rater Signature W.P. MULHEARN

6/2/2014
Date

[Signature]
Appointing Authority Signature

8/4/14
Date

COMMENTS

By signing, I agree that I have read the above comments. I have have not responded on an attached sheet of paper. My signature may not indicate agreement with the ratings. I understand that performance reviews may be appealed and that failure to sign this form waives my right to appeal.

[Signature]
Employee Signature

6/2/2014
Date

Self Evaluation



Support Staff

NAME: David F. Cimperman, Jr.
 DATE: 05/22/2014
 CLASS: Investigator

OFFICE: Security
 BUREAU: VLT Management
 REVIEW TYPE: Final Probationary

PURPOSE

This Performance Evaluation is utilized to:

- Work toward attainment of the agency's mission, goals and objectives;
- Inform the employee of strengths, weaknesses and progress;
- Improve performance, productivity and develop employee skills;
- Strengthen work relationships;
- Develop the role of the supervisor as a supportive leader and counselor;
- Improve open communication;
- Recognize accomplishments and good work;
- Document employee performance;
- Encourage employee participation and joint input in the performance review process;
- Ensure that agency policies and procedures are being consistently and fairly applied among all staff members.

RATING LEVEL DEFINITIONS

Outstanding (91-100)

Performance consistently exceeds job requirements. Outstanding employees are quality contributors who make a significant difference to the organization by achieving challenging objectives. Job performance is excellent and above and beyond what is expected of employees in this position. The employee is considered an essential contributor to the team's success. Employee requires minimal supervision.

Exceeds Expectations (81-90)

Performance exceeds job requirements. Employees that exceed expectations contribute to the organization at a level that is higher than what is expected for employees in this position. They are recognized as being essential to their job function. The employee requires less than standard supervision.

Meets Expectations (71-80)

Performance satisfies job requirements. Employees that meet expectations contribute to the organization at the level expected for this position. They are valued team members and individual contributors. The employee requires standard levels of supervision.

Needs Improvement (61-70)

Performance does not consistently satisfy job requirements. Employees that need improvement may understand the job requirements but do not consistently meet expectations, or their productivity for similar tasks is inconsistent. The employee requires standard to high levels of supervision depending on the particular task.

Unsatisfactory (51-60)

The employee consistently fails to satisfy job requirements. Unsatisfactory employees do not adequately contribute to the organization because they do not consistently meet the standards required for their job function. The employee consistently requires high levels of supervision.

If the total score of an entire category is unsatisfactory, a structured performance improvement plan, including a training itinerary, will be recommended.

ANNUAL EVALUATION FORM - TO BE COMPLETED AND RETURNED TO THE SUPERVISOR AT LEAST TWO WEEKS BEFORE YOUR SCHEDULED ANNUAL REVIEW DATE. Performance evaluation is a confidential process and should be completed and graded by all parties involved.

Probationary Employees:
 Performance evaluation for probationary employees will be reviewed during the first half of the probationary period. The second evaluation will be completed within thirty days of completion of the probationary period. Employees who are not successful may be removed from the agency. All probationary evaluations must be signed by the employee and the supervisor.

Advancement:
 Advancement data for employees is collected by the agency to evaluate the employee's performance and to determine if the employee is eligible for advancement. Advancement data is collected by the agency and is not a part of the employee's performance evaluation.

DIRECTIONS

Please evaluate yourself in the following categories based on the ratings as previously explained. Then, provide an explanation or cite a specific example in the comments section to substantiate your total score for each category. For example, an employee working in the IT department who satisfactorily assists another employee (an internal customer) with his/her complicated computer problem could write about this event in the "Customer Service" comments section.

The elements for each category have been carefully written to apply to all sales staff; therefore, a "not applicable" response, which would deliberately affect the total score, will not be accepted. All parts of this form must be completed and returned to your rater at least two weeks prior to your scheduled annual review conference.

Also, be prepared to discuss the following topics during your annual review conference:

- Your overall performance as defined in your present position description, including tardiness, attendance and safety.
- Your present position description and any changes necessary to update it. If your present position description needs updating, you will need to bring suggested revisions to your annual review conference.
- Your demonstration of general adherence to agency policies, procedures and practices.
- Your professional strengths and weaknesses.
- The training programs that you attended during the last year and how they impacted your work performance and prepared you for future career goals.
- The training programs that you would like to attend during the upcoming performance evaluation year, and why you feel the training would improve your performance.
- Your satisfaction with your job and any obstacles that may hinder this satisfaction or may cause unsatisfactory performance.

Part I

Read each element carefully. Rate the employee you supervise on a scale of 0-10 based on the rating level descriptions on the cover sheet. Tally all of the scores, and enter the total in the "Total Score" section. In the comments section, explain the reasoning for the total score. Finally, determine the percentage for each category by dividing the total score by the total points possible. Continue this process for all seven categories. Make sure a score for each element within each category is assigned because any "Not Applicable" (N/A) response will be counted as a zero, which will detrimentally affect the overall score and percentage. If completing electronically, use the drop down boxes to enter the scores. The file will automatically calculate the scores and percentage for each category and the overall score. If completing this form on-line, it must be printed upon completion. There is no provision to save the form while in process of completing or upon completion.

1. QUALITY AND EFFICIENCY

Recognizes problems and recommends solutions	9
Resolves conflicts professionally	9
Applies knowledge and judgement required for successful performance of job responsibilities	8
Completes work in an accurate, neat, well-organized and thorough manner with minimal supervision	8
Completes assignments in a timely manner and meets established deadlines	9
Is able to prioritize and perform multiple tasks	8
Demonstrates knowledge of the software packages required to perform job duties and gaming systems	9
SCORE	60
PERCENTAGE	85 %

COMMENTS:

2. TEAMWORK & COOPERATION CATEGORY

Actively participates to contribute to the group effort	9
Cooperates with supervisors and responds well to direction and advice	9
Contributes suggestions to enhance overall productivity	8
Accepts and applies performance feedback	9
SCORE	35
PERCENTAGE	87 %

COMMENTS:

4. CUSTOMER SERVICE CATEGORY

Responds to internal and external customers in a respectful, accurate and timely manner	9
Develops and sustains productive customer relationships	9
Demonstrates willingness and ability to resolve customer's questions and concerns	9

SCORE	27	
PERCENTAGE	90	%

COMMENTS:

5. COMMUNICATION CATEGORY

Demonstrates the ability to listen	9
Communicates accurate, appropriate and clear information in written and oral form	8
Immediately asks for clarification when there is the possibility of confusion	8

SCORE	25	
PERCENTAGE	83	%

COMMENTS

6. FLEXIBILITY CATEGORY

Evaluates each situation and responds appropriately to the problems and issues involved 8

Adapts to new ideas and changes in the work environment 8

Is dependable and reliable 9

Demonstrates initiative and appropriately assumes ownership of situations 9

SCORE 34

PERCENTAGE 85 %

COMMENTS

Part II

ADHERENCE TO SAFETY PROCEDURES

Check the following statements on the right to determine the employee's awareness and adherence of the agency's safety procedures.

Demonstrates awareness of the safety rules and regulations ☒

Follows safety procedures without being reminded ☒

OVERALL RATINGS

1. Quality & Efficiency

EXCEEDS EXPECTATIONS

2. Teamwork & Cooperation

EXCEEDS EXPECTATIONS

3. Customer Service

EXCEEDS EXPECTATIONS

4. Communication

EXCEEDS EXPECTATIONS

5. Flexibility

EXCEEDS EXPECTATIONS

SCORE	RATING
91 - 100:	OUTSTANDING
81 - 90:	EXCEEDS EXPECTATIONS
71 - 80:	MEETS EXPECTATIONS
61 - 70:	NEEDS IMPROVEMENT
51 - 60:	UNSATISFACTORY

Average Score: 86

EXCEEDS EXPECTATIONS

If unsatisfactory, Rater must create and attach a recommended training itinerary to notify the Human Resources Department of the employee's training needs. The itinerary should include a list of all subjects in which training is needed, as well as the target dates of completion for each subject.

Part III

Provide a short answer to each of the following:

1. What were your major accomplishments this past year? Include any training you might have taken, goals and objectives you've met, or other projects you're especially proud of.

I completed a review of Video Surveillance system changes, resulting from a move of VLT's, allowing a timely re opening of Northfield Rockafino Smoking areas.

2. How would you like to improve yourself in the upcoming year? Include suggestions for training you might like to take, job goals, special projects, and other enrichment opportunities.

I would like to attend training relating to Counterfeit currency, and gambling relating offenses.

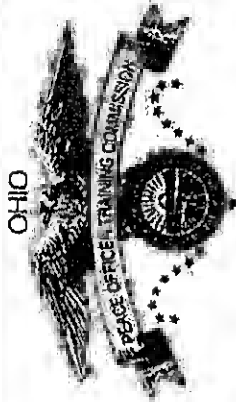
**PLEASE RETURN YOUR COMPLETED SELF-ASSESSMENT TO YOUR RATER
AT LEAST TWO WEEKS PRIOR TO YOUR SCHEDULED EVALUATION DATE**

Miller, Brittany

From: Cimperman, David
Sent: Monday, August 03, 2015 10:12 PM
To: Miller, Brittany; Parker, Kevin
Subject: Random drug testing policy.

I acknowledge viewing the Random drug testing policy.

Sent from my Verizon Wireless 4G LTE smartphone



OHIO PEACE OFFICER TRAINING COMMISSION

AND

THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that

David F. Cimperman, Jr.

is a Unit Instructor in the Ohio
Peace Officer Basic Training Program

Issued on

February 15, 2011

Mike DeWine
Mike DeWine

Attorney General

Vernon P. Stanforth, Jr.
Vernon P. Stanforth, Jr.
Ohio Peace Officer Training Commission



Robert A. Fiala

Robert A. Fiala, Executive Director
Ohio Peace Officer Training Commission

Instructor Number: BAS20752
Renewal Required By: 02/09/2014

Ohio Peace Officer Training Council

State of Ohio
Office of the Attorney General

This is to certify that

DAVID F. CIMPERMAN, JR.

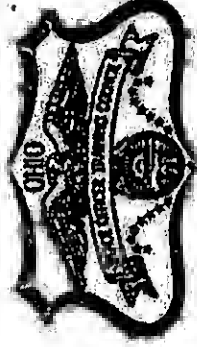
has completed the
**Ohio Peace Officer
Basic Training Program**

MEDINA COUNTY LAW ENFORCEMENT TRAINING ACADEMY

Awarded this 12TH day of FEBRUARY 19 90

Anthony J. Calabrese, Jr.
Attorney General

Ron Ferrell
Chairman, Ohio Peace Officer Training Council



Keith N. Haley
Executive Director, Ohio Peace Officer Training Council

Linda M. Frick
School Commander

900468

#900468

OHIO PEACE OFFICER TRAINING COMMISSION

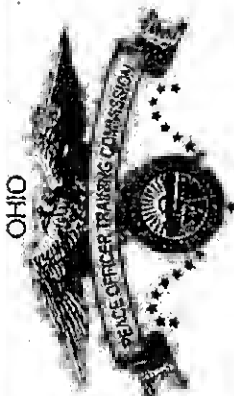
BASIC TRAINING CURRICULUM

NAME: David F. Cimpeman, Jr SSN: [REDACTED] DOB: 6/29/1964 CERT NO.: BAS20752 EXP. DATE: 2/9/2014 COUNTY: [REDACTED]

8

Unit 02-16-11

BAS 01-02	Administration: Role Of American Peace Officer
BAS 01-03	Administration: Philosophy & Principles Of The American Justice System
BAS 01-04	Administration: The Criminal Justice System & Structure Of The American Courts
BAS 01-05	Administration: Ethics & Professionalism
BAS 01-07	Administration: Introduction To Report Writing
BAS 02-00	Legal Unit
BAS 03-01	Human Relations: Communicating With The Public & The Media
BAS 03-04	Human Relations: Crisis Intervention
BAS 03-09	Human Relations: Crime Prevention
BAS 03-10	Human Relations: Community Diversity
BAS 04-01	Firearms: Revolver
BAS 04-02	Firearms: Shotgun
BAS 04-03	Firearms: Semi-Automatic Pistol
BAS 05-00	Driving Unit (2007)
BAS 08-01	Patrol: Vehicle Patrol Techniques
BAS 08-02	Patrol: Foot Patrol
BAS 08-03	Patrol: Responding To Crimes In Progress
BAS 08-04	Patrol: Building Searches
BAS 08-05	Patrol: Stops & Approaches
BAS 08-06	Patrol: Auto Theft & V.I.N. Reconstruction
BAS 08-08	Patrol: Communications
BAS 09-00	Civil Disorders Unit
BAS 10-01	Traffic: Introduction To Traffic
BAS 10-02	Traffic: Motor Vehicle Offenses
BAS 10-03	Traffic: Commercial Vehicle Offenses
BAS 10-05	Traffic: Uniform Traffic Ticket
BAS 10-06	Traffic: Speed Enforcement
BAS 10-07	Traffic: Traffic Direction & Control
BAS 10-08	Traffic: Alcohol Detection, Apprehension And Prosecution (2002 Update)
BAS 11-04	Investigation: Police Photography
BAS 11-06	Investigation: Arson Scene Investigation
BAS 11-10	Investigation: Observation, Perception & Description
BAS 11-14	Investigation: Surveillance
BAS 11-15	Investigation: Interview & Interrogation Techniques
BAS 11-17	Investigation: Investigative Report Writing



OHIO PEACE OFFICER TRAINING COMMISSION

AND

THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that

David F. Cimperman, Jr.

is an Instructor in the Ohio
Law Enforcement Firearms Qualification Program

Issued on

January 18, 2011

Mike DeWine
Mike DeWine
Attorney General

Vernon P. Stanforth, Jr.
Vernon P. Stanforth, Jr.
Qualiperson
Ohio Peace Officer Training Commission



Robert A. Fiala
Robert A. Fiala, Executive Director
Ohio Peace Officer Training Commission

Instructor Number: REQ05479
Renewal Required By: 01/18/2014

OHIO PEACE OFFICER TRAINING COMMISSION
IN-SERVICE FIREARMS RE-QUALIFICATION INSTRUCTOR

NAME: David F. Cimperman, Jr. SSN: [REDACTED] DOB: 6/29/1964 CERT NO.: REQ05479 EXP. DATE: 1/18/2014 COUNTY: [REDACTED]

Requal 01-18-11

REQ 01-01 Revolver

REQ 01-02 Semiauto Pistol

REQ 01-03 Shotgun

REQ 01-04 Police Rifle Carbine

REQ 01-05 Submachine gun



OHIO PEACE OFFICER TRAINING COMMISSION & THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that

David F. Cimperman, Jr.

has participated in the advanced training course

53-383-13-01: Fire and Arson Investigation

at the Ohio Peace Officer Training Academy given

November 14, 2013

Mike DeWine
Mike DeWine
Attorney General

Vernon P. Stanforth, Jr.
Vernon P. Stanforth, Jr.
Ohio Peace Officer Training Commission

Mary E. Davis
Mary E. Davis, Interim Executive Director
Ohio Peace Officer Training Commission

Public Agency Training Council

National Criminal Justice
CERTIFICATE OF ATTENDANCE

David F. Cimperman JR

Has completed 24 hours in

Arson Case Management

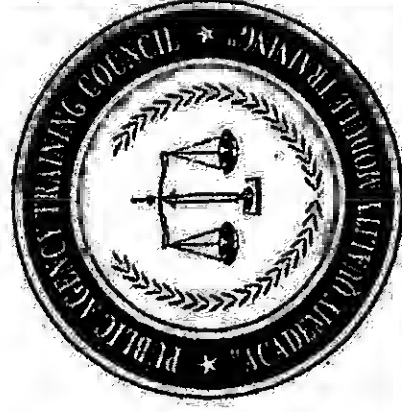
Reynoldsburg, OH
12/12/2007 through 12/14/2007

Steve Riggs
Instructor

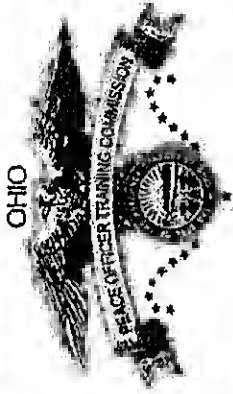
South Carolina 047
Indiana 36-1639068

TESTED


James R. Alsup
Director



"Dedicated to Setting Training Standards"



OHIO PEACE OFFICER TRAINING COMMISSION

AND

THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that

David F. Cimperman, Jr.

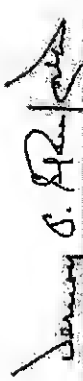
has successfully completed the advanced training course

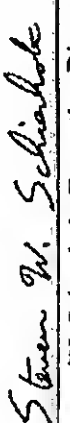
03-338-06-01: Peace Officer Basic Training Legal Instructor

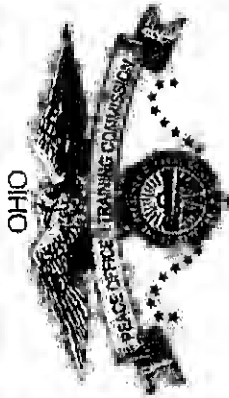
at the Ohio Peace Officer Training Academy given

August 14 - 18, 2006


Jig Petro
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Steven W. Scherholt, Executive Director
Ohio Peace Officer Training Commission



OHIO PEACE OFFICER TRAINING COMMISSION

AND

THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that

David F. Cimperman, Jr.

has participated in the advanced training course

52-009-10-01: Human Relations/Conflict Management

at the Ohio Peace Officer Training Academy given

July 21 - 22, 2010

Richard Cordray

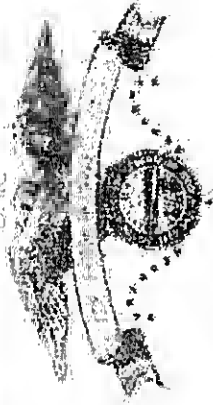
Richard Cordray
Attorney General

Vernon P. Stanforth

Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

Robert A. Fiala

Robert A. Fiala, Executive Director
Ohio Peace Officer Training Commission



OHIO PEACE OFFICER TRAINING COMMISSION

AND

THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that

David F. Cimperman, Jr.

has successfully completed the advanced training course

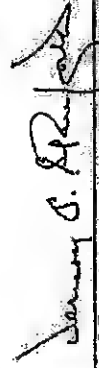
01-004-08-02: First Line Supervision

at the Ohio Peace Officer Training Academy given

February 25 - 29, 2008



Marc E. Dunn
Attorney General



Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



Joni L. Dorris, Executive Director
Ohio Peace Officer Training Commission

Ohio Peace Officer Training Commission

David F. Cimperman Jr.

has successfully completed the advanced training course

Instructor Training Course

at the Ohio Peace Officer Training Academy.

November 4 - 8, 1991


Jim Petro
Attorney General


Thomas G. Maurer, Chairperson
Ohio Peace Officer Training Commission


Vernon C. Chenevey, Executive Director
Ohio Peace Officer Training Commission



CARROLL COUNTY VICTIM ASSISTANCE PROGRAM

CERTIFIES

DAVID CIMPHERMAN

as successfully completing a sixteen hour training session in

"CRISIS NEGOTIATION"

January 8-9, 1996

Karen Tafi
Karen Tafi,
Victim Assistance Program
Carroll County, Ohio

John R. Smiley
John R. Smiley
Prosecuting Attorney
Carroll County, Ohio

Linda Swinderman
Linda Swinderman,
Coordinator, Carroll County
Alcohol & Addiction Center

Sergeant Kerry Rowland
Sergeant Kerry Rowland,
Trainer
Cincinnati Police Dept.

Sergeant Art Frey
Sergeant Art Frey,
Assistant Trainer
Cincinnati Police Dept.



STATE OF OHIO
DEPARTMENT OF EDUCATION
COLUMBUS
43215

Official Report of Test Results
GENERAL EDUCATIONAL DEVELOPMENT
THE AMERICAN COUNCIL ON EDUCATION

06/28/88

TRANSCRIPT SENT TO:

MR. DAVID F CIMPERMAN, JR.
[REDACTED]

REQUESTED BY:

MR. DAVID F CIMPERMAN, JR.
[REDACTED]

SS Number : [REDACTED]

Date of Birth: 06-29-64

The above-named person has requested our office to send an official copy of his General Educational Development Scores (GED). In order to receive a certificate in Ohio the average GED standard score must be at least 45 with all scores above 34. At the time of testing, the individual must have been a resident of Ohio and a non-graduate of an accredited high school.

Test	Date	Form	SS*	RANK
1: Writing Skills	04/14/83	MP	49	45
2: Social Studies	04/14/83	MP	67	96
3: Science	04/14/83	MP	61	87
4: Reading Skills	04/16/83	MP	54	65
5: Mathematics	04/16/83	MP	62	89
Total *Standard Score =			293	
Average Standard Score =			58.6	** PASSED **

TESTED AT SITE # 020 Akron City Schools

SINCERELY,

Richard E. Armanini
State GED Administrator
65 S. Front St Rm 812
Columbus, Ohio 43266-0308

CERTIFICATE ISSUED: 05/02/83

OFFICIAL SEAL

THIS TRANSCRIPT IS CONSIDERED CONFIDENTIAL AND CANNOT BE GIVEN TO A THIRD PARTY WITHOUT WRITTEN PERMISSION. Section 433(b) (4)(B) PRIVACY ACT OF 1974.

On 08/10/2014 Investigation Supervisor Mulhearn sent out an email to all current Ohio Lottery Commission Investigator's assigned to the Hard Rock Rocksino (including David F. Cimperman Jr.) reminding them to follow Ohio Lottery Commission Policy number EXHR-04-02 which defines the rules for requesting leave time. This email memo was sent to all of the Investigator's assigned to the Hard Rock Rocksino but was actually brought on by two incidents involving Mr. Cimperman, who had left work early on at least two occasions without the knowledge or consent of his Supervisor. Both incidents occurred on a weekend after the time sheets had already been approved for submission. The time sheets then had to be re-opened in order for Mr. Cimperman to amend them.

On Sunday 08/31/2014 Mr. Cimperman was scheduled to work the 1400-0000 shift at the Hard Rock Rocksino. Mr. Cimperman left work at 2238 hours on Sunday 08/31/2014 without the permission or knowledge of his Supervisor and did not follow Ohio Lottery Commission policy number EXHR-04-02. After taking the time on 08/31/2014 Mr. Cimperman later entered 1.5 hours of personal leave in Timesheet on 09/02/2014.

Mr. Cimperman did follow established policy when he requested leave time on Saturday 08/30/2014.

Mr. Cimperman is being issued a verbal warning for leaving work early without approval and for failing to follow a directive given to him by his supervisor on 08/10/2014.

Mr. Cimperman was counseled and was advised to follow policy and procedure when requesting time off in the future.

By signing below Ohio Lottery Commission employee David F. Cimperman Jr. acknowledges being counseled regarding the matter described above by Investigation Supervisor Mulhearn.


David F. Cimperman Jr. (Investigator)


Date

WPM
9/6/14



February 13, 2014

David Cimperman
[REDACTED]
[REDACTED]

Re: 2 DAY SUSPENSION WITHOUT PAY

Dear Mr. Cimperman:

In regard to the incident which occurred on Sunday, October 12, 2014, in which you were involved in an incident with a patron of the Hard Rock Rocksino in your capacity of a (VLT) Investigator, at the Hard Rock Rocksino, Office of Security, Ohio Lottery Commission (OLC) is subject to the purview of the OLC Work Rules, in Section III Failure of Good Behavior, C. "Use of obscene, abusive or insulting language or gestures toward clients or members of the public – being disrespectful or engaging in heated arguments towards clients or members of the public; III Failure of good Behavior, E. "Any Violation of ORC 124.34 (conduct of public employees)" and IV. Dishonesty, H. "Actions that could harm or potentially harm the employee, a coworker, a supervisor, a client or any member of the general public." Your recent actions come within the purview of these work rules.

On October 20, 2014, former OLC Investigator Supervisor Pat Mulhern reported the following incident to the Office of OLC of Human Resources for investigation.

On October 12, 2014, a small disruptive group of people (1 male and 2 females) had attempted to enter the Hard Rock Rocksino (HRR) on two (2) occasions. On both attempts, the group was rebuffed. As the group attempted to exit the HRR the second time, OLC Investigator Cimperman followed the group into the vestibule, came in close contact with the male of the group prompting him to swat at Cimperman's arm. As the group continued to the exit, Cimperman moved to block the male from leaving causing the male to shove Cimperman back. The male continued to exit to the parking lot and Cimperman followed. Once in the parking lot, the male stopped to speak to Cimperman; the group then continued to move and the HRR video shows Cimperman made a move toward the male. Almost immediately after that, HRR security arrived and took control of the incident. HRR Video of the incident along with statements from HRR staff supports the events of the incident.

Lottery "VLT" Investigators are assigned regulatory responsibilities not law enforcement responsibilities. This is clearly communicated to employees during the interview and training processes. Lottery protocol is that VLT Investigators are not to become involved in racino security matters; rather they are there to observe and if necessary, report issues to racino security for proper handling. During your Administrative Investigatory interview, you acknowledged that you were counseled on two (2) previous, separate occasions by your former Supervisor Pat Mulhern about unnecessarily involving yourself in HRR security matters. Your actions in this incident exacerbated the situation by preventing the group from leaving the property, thereby unnecessarily prolonging the incident and placing yourself, racino guests, HRR security and all others at risk in an unsafe situation.

Accordingly, the discipline of a -2- day suspension without pay is herewith imposed. The suspension will commence on Monday February 23, 2015 and end at the close of business on Tuesday, February 24, 2015. You will be expected to report work at your regularly scheduled time on Saturday, February 28, 2015.

David Cimpeman
Working Suspension
February 13, 2015
Page 2 of 2

You are directed to refresh and enhance your awareness of your role as a VLT Investigator and with all the policies of the Ohio Lottery Commission in an effort to preclude the type of problem that results from actions such as that which is the subject of this discipline. Future actions such as this will result in further progressive discipline up to and including removal.

Sincerely,



Elizabeth Popadiuk,
Director of Human Resources and Labor Relations
The Office of Human Resources

C: Dennis Berg, Executive Director
Jack O'Donnell, Deputy Director, Security
Kevin Parker, OLC Investigator Supervisor, HRR
Jim LaRocca, Researcher, OCSEA Union Steward & Chapter President
HR File

The Ohio Lottery Commission Receipt of Discipline

David Cimperman, Investigator, HRR, Office of Security

Notice of 2 day Suspension Without Pay, February 13, 2015

Please acknowledge receipt of this memorandum by signing below. Return it marked "Confidential" to Liz Popadiuk, Office of Human Resources – 615 W. Superior Avenue, Cleveland, Ohio 44113. You may also return it with a cover page marked "Confidential" via facsimile to 216-787-5598.

I hereby acknowledge the receipt of the foregoing "2 day Suspension Without Pay" dated February 13, 2015.

Signature

Date

On Monday 09/01/2014 (Labor Day) David F. Cimperman Jr. was scheduled to work the 1400-0000 shift as an Investigator for the Ohio Lottery Commission at the Hard Rock Rocksino. Mr. Cimperman arrived on time, but he was not properly dressed (arrived to work wearing a black colored tee shirt bearing a skull logo and black colored jeans).

AT 1405 hours David F. Cimperman Jr. was observed entering a dressing room in the Hard Rock Live area carrying clothing and a large brown paper bag. This dressing room is equipped with a shower and is not accessible to the public. The dressing room is normally used by artists performing at the Hard Rock Live venue.

David F. Cimperman Jr. emerged from the dressing room at 1424 hours dressed in slacks and a shirt and tie. He was carrying the large brown paper bag and there appeared to be a white garment inside of the bag near the top.

The large brown paper bag was observed in the Lottery Office at the Hard Rock Rocksino near Mr. Cimperman's desk on the morning of Tuesday 09/02/2014 when Investigation Supervisor Mulhearn arrived for work at 0715 hours. It appeared that there was a folded white towel inside of the bag, at the top of the bag. This bag was also noticed by Ohio Lottery Commission Investigator Anthony Bernal.

It is believed that David F. Cimperman showered due to the length of time he was present in the dressing room (19 minutes) and the fact that a white towel was observed in a large brown paper bag afterward. Mr. Cimperman conducted this activity while he was on duty as an Investigator with the Ohio Lottery Commission in an area which was under recorded video surveillance by Hard Rock personnel.

This activity was conducted without the knowledge or consent of his Supervisor.

David F. Cimperman Jr. abused his position as an Investigator with the Ohio Lottery Commission by accessing a restricted area of the Hard Rock Rocksino which he then took advantage of for his own personal use. This activity was not permitted or authorized. This conduct adversely affects the Ohio Lottery Commission and the position of authority that Mr. Cimperman holds.

David F. Cimperman Jr. is being issued a verbal warning for failing to arrive at work properly dressed and for unauthorized use of the Hard Rock Live Dressing room. He is cautioned never to use any of the dressing rooms located in Hard Rock Live for any reason in the future.

WPM
9/6/14

By signing below, Ohio Lottery Commission employee David F. Cimperman Jr. acknowledges being counseled regarding the matters described above by Investigation Supervisor Mulhearn.



David F. Cimperman Jr. (Investigator)

9/6/14
Date

WPM
9/6/14

Popadiuk, Elizabeth

From: Popadiuk, Elizabeth
Sent: Tuesday, November 17, 2015 3:34 PM
To: Parker, Kevin
Cc: O'Donnell, John; Pollock, David; Long, David
Subject: RE: Possible Discipline

Kevin:

I am in receipt of your email. Please do not have any further discussion with Mr. Cimperman regarding this issue at this time. We will open an investigatory file on this; however it will likely be sent out of agency for review and wait for approval to move forward internally.

We will keep you posted.

Thanks,

Liz

Liz Popadiuk
Director of Human Resources and Labor Relations
The Ohio Lottery Commission
615 West Superior Avenue
Cleveland, Ohio 44113
Elizabeth.Popadiuk@lottery.ohio.gov
216-774-5705

From: Parker, Kevin
Sent: Tuesday, November 17, 2015 2:33 PM
To: Popadiuk, Elizabeth; Long, David
Cc: O'Donnell, John; Pollock, David
Subject: Possible Discipline
Importance: High

On Thursday November 12th I was notified by HRRNP Compliance Administrator Kyle Wentz that one of our Investigators (David Cimperman) while on duty at HRRNP went to the Executive Meet and Greet and had his picture (first attachment) taken with celebrity/musician Eddie Money. Mr. Wentz sent me the e-mail chain he received from his CEO Mark Birtha regarding this picture (see attached). At that same time Investigator Cimperman was investigating a potential licensing issue with the Live Nation vendor that presents these shows. Kyle Wentz did not make any statements or claim any grieved status with this incident but wanted to make me aware that this happened and made it known that this event is for their executives and families (or anyone else they would invite). Please note that Mr. Cimperman was wearing his Lottery Investigator badge and Lottery Identification in this picture. Mr. Cimperman also did post this photo on his personal Facebook page. It is my belief that this is an ethical violation in that it is suggestive of impropriety on Mr. Cimperman's part by using his employment to gain access to and photos of a celebrity that he would ordinarily not have access. I also have issue with him having this picture taken while on duty and more importantly during the same time he

was conducting an investigation in that area that could lead to fines, and posting this on his personal Facebook page while wearing his lottery Id and Badge in front of the Hard Rock background (makes it look like an official Lottery/Hard Rock event).

Since this incident (Friday 11-13) I issued a direct order for everyone to stay away from celebrities, shows or events until further notice.

Please contact me if you any questions.



Kevin Parker
Investigation Supervisor
VLT Management / Office of Security
Office: 216.774.0165
Direct: 216.774.0164
Fax: 330.467.4005
Kevin.Parker@lottery.ohio.gov



December 9, 2015

Mr. David Cimperman.
Northfield Park Racino
Northfield, Ohio

Via e-mail

Re: Notice of Case File Closure

Dear Mr. Cimperman:

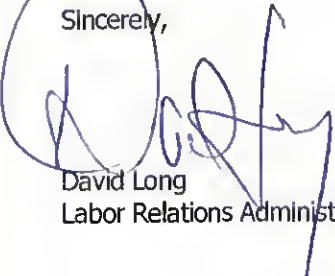
As you know, an internal administrative investigation is currently in progress regarding alleged activity by you, an employee of the Ohio Lottery Commission concerning a photo taken of you on November 8, 2015 posing with the performer, Eddie Money and taken while you on duty leading to a possible violation of Lottery Work Rule VI-F, as well as other related work rule violations.

In relation to this investigation, you were interviewed on December 7, 2015. I appreciate your cooperation. Based partially on the information you gave me and partially upon other information I have obtained, I have determined there is no cause to move forward on any of the Work Rule violations I was looking into.

As such, I am closing this file and no further action will be taken.

Thank you again for your assistance in this matter.

Sincerely,



David Long
Labor Relations Administrator

CC: Elizabeth Popadiuk, Director Human Resources and Labor Relations
James LaRocca, CSEA Chapter President/Steward
Jack O'Donnell, Director Security
Kevin Parker, Supervisor, Northfield Park Racino



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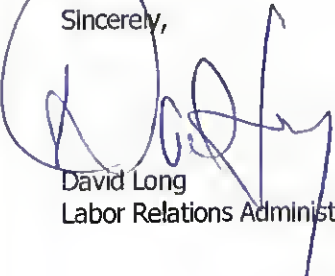
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David Long
Labor Relations Administrator

CC: Elizabeth Popadiuk, Director Human Resources and Labor Relations
James LaRocca, CSEA Chapter President/Steward
Jack O'Donnell, Director Security
Kevin Parker, Supervisor, Northfield Park Racino